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Average Faculty Salaries at More than 2,000 Colleges: Page 23

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News Summary

Articles on inside pages

"Women of color" have been neglected in research on U.S. history, according to scholars at the meeting of the Organization of American Historians. Story on Page 6.

College presidents converged on Capitol Hill last week to protest cuts in federal spending on higher education. Story on Page 13.

Students at community colleges receive less federal aid in proportion to their costs than do those at many four-year institutions, a study has found. Story on Page 13.

Companies that give money to combat social problems but do not speak out against cuts in U.S. funds for such purposes are being hypocritical, an official charged last week. Story on Page 20.

Senior professors are the ones most in need of "renewal" and the ones least likely to accept it, according to faculty-development specialists. Story on Page 21.

Feminists are in the minority among college students, many of whom shun or oppose women's-rights activists. Story on Page 31.

A massive six-year study by the N.C.A.A. is designed to test the impact of the organization's academic standards for freshman athletes. Story on Page 35.

Unprecedented upheavals in South African education have triggered significant changes in enrollment patterns at several universities there. Story on Page 39.

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'LITMUS TEST' FOR RESEARCH

Politics Inhibit Scholarship on China, Even as the Field Thrives, Experts Say

By ELLEN K. COUGHLIN

NEW YORK

Politics have repeatedly intruded on the field of Chinese studies in the last few decades, limiting the subjects scholars could easily study and constraining their freedom to speak out on issues related to China, according to leading researchers in the discipline.

In spite of that—some say because of it—the study of China in the United States has flourished.

"Few fields of scholarly endeavor have been as affected by politics as has been the study of China," said Michel Oksenberg, professor of political science at the University of Michigan. "We have in the case of China, in terms of the sociology of knowledge, a very interesting litmus test of what the relationship of scholarship and politics produces."

He and other scholars who specialize in Chinese studies spoke at the annual meeting here of the American Council of Learned Societies.

Mr. Oksenberg outlined four periods in recent American history in which politics affected the fluctuating fortunes of Chinese studies:

► The McCarthy era, during which the field degenerated into a virtual civil war between scholars of the right and the left. As a result of that "bruising battle," he

Continued on Page 6, Column 2

State Colleges Told They Often 'Invite' Political Intrusion

By SCOTT JASCHIK

State-university leaders, who frequently complain about political interference in academic matters, sometimes "practically invite" such intrusion, says Frank Newman, president of the Education Commission of the States.

Mr. Newman has studied both successful and troubled relationships between state political leaders and their public universities in preparation for a report, *Public Policy and Political Intrusion in the State University*, to be published later this year. The Ford and Andrew W. Mellon Foundations sponsored the study.

When college officials who are unhappy with the decisions of a president or governing board direct their complaints to legislators, "government can hardly be blamed

Continued on Page 18, Column 1

Beirut U. Professor Killed After U.S. Attack on Libya

A professor at the American University of Beirut was one of three Englishmen murdered in Lebanon last week in the wake of the U.S. bombing of Libya. See story on Page 39. The bombing raid led to protests by students in the United States (Page 33) and abroad (Page 42).

Senate Unit Rejects Tax Restrictions on College Pensions

Committee drops limitation on bonds for construction

By STACY E. PALMER

WASHINGTON

Higher education scored two major victories in the tax-reform battle on Capitol Hill last week. The Senate Committee on Finance agreed to:

► Reject severe restrictions on the retirement benefits that colleges and other non-profit organizations may provide to their employees. The House of Representatives approved such restrictions last year.

► Exempt all colleges and universities from any limits on the volume of tax-exempt bonds they can use to finance construction and renovation of college facilities. The tax bill passed by the House would curb substantially the use of tax-free bonds by private colleges.

The committee agreed, by a vote of 15 to 4, not to make any major changes in the tax status of the type of retirement plan that is widely used in academe.

'A Long Road Ahead'

College representatives were generally pleased by the victory on the pension issues, but some of them warned that retirement plans for college workers would continue to be in jeopardy for some time.

"We've got a long road ahead of us," said Sheldon E. Steinbach, general counsel of the American Council on Education. He said that because the House and the

Continued on Page 14, Column 1

From City Streets to Campus Pathways: On Patrol with the Guardian Angels

PHOTOGRAPH FOR THE CHRONICLE BY DORAL CHENOWETH, III

Johnerik Wenar (left, with fellow Guardian Angels): "We're trying to make the community a community—to get people to really look out for each other."

By ELIZABETH GREENE

COLUMBUS, OHIO

When the Guardian Angels walk the streets at night, they get noticed. People stare at them, some whistle, others yell remarks. At Ohio State University, where the Angels patrol the campus and its environs on weekend nights, students have nice things to say.

"Gosh, thanks, you guys!"

"Hang tough, kids!"

"How are you doing today?"

Often single file, the volunteer safety patrol marches up and down North High Street—a mile-long stretch adjacent to the campus that is lined with packed bars and students spilling onto the streets. Looking for any criminally suspect activity, the Angels alternate between the street and the unlit, deserted alleyways behind the noisy establishments.

When that gets boring, they move on to cover the sprawling 3,242-acre campus.

Says Johnerik C. Wenar, who graduated from Ohio State last month with a degree in

Continued on Page 34, Column 1

FACT-FILE

Average Salaries for Full-Time Faculty Members This Year at More than 2,000 U.S. Colleges and Universities

The following table shows average faculty salaries by rank at more than 2,000 institutions in 1985-86.

The figures are reported in thousands of dollars and are rounded to the nearest hundred. They are adjusted to a standard, nine-month basis.

The salaries listed are those of full-time members of the instructional staff, excluding those at medical schools.

The designations I, IIA, IIB, III, and IV are defined in the rating scale at the right, which shows the percentile distributions of salaries for each academic rank. Institutions that specialize in one discipline, such as business or engineering, are designated "IIC." Because those institutions are diverse, salary ratings have not been calculated for them.

A dash appears where the institution has five or fewer faculty members at that rank, and a blank space indicates that the institution has no faculty members at that rank.

Average salaries for two-year institutions without academic ranks appear in a separate table beginning on Page 26.

The table omits footnotes qualifying the figures reported by some colleges and universities.

As reported in *The Chronicle* on April 2, the average salary of faculty members of all ranks at all institutions combined is $33,090, a one-year increase of 6.1 per cent.

The figures were compiled for the American Association of University Professors by Maryse Eymonerie Associates of McLean, Va.

A table of average faculty salaries and one-year increases, by rank and by type and control of institution appears on Page 25.

The full salary report, which includes data on fringe benefits and average salaries by sex, is available for $25 prepaid from the American Association of University Professors, Suite 500, 1012 14th Street, N.W., Washington 20005.

ALABAMA	Prof	Assoc Prof	Asst Prof	Inst
Alabama A&M U, IIA	32.4	29.0	24.4	18.1
Alabama St U, IIA	34.1	30.6	25.6	20.2
Athens St C, IIB	37.7	33.9	27.3	—
Auburn U				
Main campus, I	43.4	34.2	28.5	19.5
Montgomery, IIA	39.8	33.8	26.5	22.0
Birmingham-Southern C, IIB	31.3	24.4	22.3	—
Concordia C, III	—	—	20.1	—
Faulkner U, III	—	—	19.0	—
Huntingdon C, IIB	26.8	23.1	21.3	—
Jacksonville St U, IIA	35.1	33.5	28.3	25.3
Judson C, IIB	25.5	—	19.7	—
Livingston U, IIB	29.8	23.6	21.0	17.8
Mobile C, IIC	—	23.0	20.8	19.4
Oakwood C, IIB	20.9	22.5	20.1	18.9
Southeastern Bible C, III	—	—		18.5
Spring Hill C, IIB	32.3	26.8	22.8	—
Stillman C, IIB	21.7	19.8	18.2	15.0
Troy St U				
Main campus, IIA	34.6	29.0	24.4	20.2
Dothan-Ft Rucker, IIA	—	—	27.4	—
Montgomery, IIA	—	29.1	22.8	19.2
Tuskegee U, IIA	30.4	24.8	22.3	18.0
U of Alabama, I	45.4	33.9	28.0	19.0
Birmingham, I	42.0	32.3	26.2	19.3
Huntsville, IIA	43.9	32.6	27.1	22.2
U of Montevallo, IIA	34.2	29.9	24.8	—
U of North Alabama, IIA	38.7	31.7	26.8	21.9
U of South Alabama, IIA	37.4	30.4	27.0	23.4
ALASKA				
U of Alaska				
Anchorage, IIA	54.9	43.0	34.0	30.9
Fairbanks, IIA	59.4	48.6	38.9	31.9
Juneau, IIB	—	45.9	37.3	—
ARIZONA				
American Grad Sch of Internat'l Mgmt, IIC	37.8	30.4	24.7	—
Arizona St U, I	44.0	34.0	28.5	21.3
Grand Canyon C, IIB	28.8	24.6	19.5	18.2
Northern Arizona U, IIA	41.3	30.4	26.6	21.9
U of Arizona, I	46.1	34.1	28.3	22.8
ARKANSAS				
Arkansas C, IIB	31.1	26.9	24.2	20.0
Arkansas St U				
Main campus, IIA	36.2	30.9	25.1	21.2
Beebe, III		—	26.2	20.7
Arkansas Tech U, IIB	32.2	28.8	25.9	21.7
Central Baptist C, IIC	19.8	—	—	—
C of the Ozarks, IIB	21.1	18.7	16.3	—
Harding U				
main campus, IIB	26.6	22.7	20.5	18.5
Henderson St U, IIA	31.5	26.7	23.4	19.5
Hendrix C, IIB	32.2	27.2	22.6	—
John Brown U, IIB	29.4	26.6	24.0	19.1
Ouachita Baptist U, IIA	30.6	25.8	22.1	19.4
Southern Ark U main campus, IIB	33.2	29.3	25.7	19.8
U of Arkansas				
Fayetteville, I	41.3	32.3	26.8	19.8
Little Rock, IIA	39.2	30.2	25.6	21.1
Monticello, IIB	31.2	25.7	24.1	20.2
Pine Bluff, IIB	30.5	26.8	23.9	20.2
U of Central Ark, IIA	36.3	31.2	25.2	20.9
CALIFORNIA				
Azusa Pacific U, IIA	27.7	24.3	21.3	18.6
Biola U, IIA	33.4	26.8	22.2	17.8
California Inst of Tech, I	59.4	44.1	35.5	
California Lutheran C, IIA	33.5	26.7	23.4	22.0
California St U				
Bakersfield, IIA	44.6	34.7	27.0	—
Chico, IIA	44.7	34.2	28.2	24.2
Dominguez Hills, IIA	44.6	34.5	27.6	—

CALIFORNIA—Continued	Prof	Assoc Prof	Asst Prof	Inst
California St U—Continued				
Fresno, IIA	45.2	34.1	27.2	25.0
Fullerton, IIA	45.0	35.2	27.7	—
Hayward, IIA	44.8	34.4	27.4	24.2
Humboldt St U, IIA	44.3	34.0	27.8	
Long Beach, IIA	45.2	35.1	28.0	24.1
Los Angeles, IIA	44.6	34.9	28.7	—
Northridge, IIA	45.0	34.3	28.0	25.0
Poly St U-San Luis Obispo, IIA	44.4	34.5	28.1	—
St Poly U-Pomona, IIA	45.2	34.4	28.1	—
Sacramento, IIA	44.6	34.6	27.6	24.2
San Bernardino, IIA	44.2	34.6	28.1	—
San Diego St U, IIA	45.1	35.1	28.4	24.5
San Francisco St U, IIA	44.5	34.0	28.0	24.1
San Jose St U, IIA	45.2	34.7	28.0	24.7
Sonoma St U, IIA	44.8	34.5	27.6	—
Stanislaus, IIA	44.6	34.3	27.8	24.4
Chapman C, IIA	35.9	31.4	26.7	
Claremont Grad Sch, I	54.6	38.8	28.4	
Claremont McKenna C, IIB	45.9	34.4	29.5	—
Cogswell C, IIC	—	26.0	—	—
C of Notre Dame, IIA	28.2	21.3	18.7	—
Harvey Mudd C, IIC	50.2	36.6	29.5	—
Holy Names C, IIA	—	24.6	20.9	—
Los Angeles C of Chiropractic, IIC	32.2	26.2	21.7	17.9
Loyola Marymount U, IIA	47.1	37.1	28.0	—
Mennonite Brethren Bible Sem, IIC	—	26.5	—	—
Mills C, IIA	43.2	31.6	26.4	21.0
Monterey Inst of Internat'l Studies, IIA	38.8	27.8	22.4	—
Mount Saint Mary's C, IIB	30.7	24.8	22.1	17.9
Naval Postgrad Sch, IIC	46.9	36.2	29.6	
Occidental C, IIB	43.3	33.5	26.8	25.5
Ohlone C, III	38.2	34.9	31.2	30.2
Pacific Union C, IIB	25.5	24.1	22.5	20.7
Pepperdine U, IIA	44.8	35.6	31.1	—
Pitzer C, IIB	41.2	—	26.4	
Pt Loma Nazarene C, IIB	33.3	26.6	22.0	—
Pomona C, IIB	47.2	33.9	26.7	—
Saint Mary's C of Cal, IIA	40.3	31.4	25.0	
Santa Clara U, IIA	54.4	37.7	29.6	
Scripps C, IIB	39.1	30.0	24.0	—
Southwestern U, IIC	48.9	—	—	
Stanford U, I	63.1	43.2	34.7	
U of California Berkeley, I	59.2	38.2	33.1	
Davis, I	52.3	35.5	31.3	
Irvine, I	54.5	37.7	31.7	
Los Angeles, I	57.6	37.4	32.8	
Riverside, I	51.8	35.7	30.5	
San Diego, I	55.7	37.1	31.9	
San Francisco, IIC	61.8	45.1	40.7	
Santa Barbara, I	54.0	36.7	31.9	
Santa Cruz, I	51.6	35.4	30.8	
U-Wide Services, IIC	51.7	36.8		
U of La Verne, IIA	31.9	23.3	20.0	
U of the Pacific, IIA	38.6	32.8	27.8	19.4
U of Redlands, IIA	38.9	32.0	26.6	—
U of San Diego, IIA	46.3	30.7	26.3	—
U of San Francisco, IIA	50.2	37.4	30.1	24.3
U of Southern Cal, I	53.5	37.8	31.1	29.0
Westmont C, IIB	32.3	27.0	23.8	—
Whittier C, IIA	33.0	27.8	23.4	23.9
COLORADO				
Adams St C, IIA	32.8	27.1	24.8	—
Colorado C, IIB	44.4	33.0	25.4	
Colorado Mountain C, III	27.9	21.5	19.4	17.2
Colo Sch of Mines, IIC	43.1	33.6	27.1	25.1
Colorado St U, I	40.1	31.8	27.8	21.9
Colorado Tech C, IIC	—	18.3	18.2	
Fort Lewis C, IIB	33.5	27.3	24.6	22.4
Iliff Sch of Theol, IIC	39.4	—	—	
Loretto Heights C, IIB	28.6	21.1	18.1	—
Mesa C, IIB	31.5	26.8	22.1	18.6

COLORADO—Continued	Prof	Assoc Prof	Asst Prof	Inst
Metropolitan St C, IIB	34.2	28.3	24.6	19.5
Regis C, IIB	30.6	26.5	20.9	—
U of Colorado Boulder, I	41.4	32.8	29.1	23.8
Colorado Springs, IIA	40.3	32.5	26.9	25.7
Denver, IIA	39.3	31.1	27.2	19.6
Health Science Ctr, IIC	44.5	36.3	30.1	23.1
U of Denver, I	38.8	28.4	25.2	21.3
U Northern Colorado, I	36.9	29.0	25.1	21.3
U Southern Colorado, IIB	34.2	29.6	24.4	20.4
Western St C of Colo, IIA	31.7	24.2	21.0	—
CONNECTICUT				
Albertus Magnus C, IIB	28.8	25.2	20.8	—
Asnuntuck CC, III	—	28.4	—	21.1
Central Conn St U, IIA	42.0	34.3	29.0	24.9
Connecticut C, IIA	40.3	31.8	24.2	20.1
Eastern Conn St U, IIB	41.4	33.5	25.8	—
Fairfield U, IIA	41.1	33.1	30.3	22.4
Greater Hartford CC, III	35.1	29.9	26.5	21.2
Greater New Haven St Tech C, III	—	31.4	28.3	26.0
Hartford Graduate Ctr, IIC	36.9	—	29.9	—
Conn St Tech C's, III	37.5	33.2	28.8	25.4
Housatonic CC, III	33.7	30.3	28.3	—
Manchester CC, III	34.1	29.3	25.7	21.0
Mattatuck CC, III	35.0	31.0	26.3	—
Middlesex CC, III	34.2	30.6	26.6	—
Mohegan CC, III	34.4	28.9	24.6	—
NW Conn CC, III	34.7	30.0	—	21.0
Norwalk CC, III	34.9	30.1	25.2	21.8
Quinnipiac C, IIB	37.0	30.2	24.3	19.2
Sacred Heart U, IIB	34.1	28.1	23.0	—
Saint Joseph C, IIA	28.8	24.0	21.6	18.9
South Central CC, III	32.6	29.8	25.3	—
Southern Conn St U, IIA	42.5	34.8	29.7	25.3
Trinity C, IIA	46.2	34.8	25.6	—
Tunxis CC, III	32.6	28.2	25.6	21.2
U of Bridgeport, IIA	44.1	34.9	29.2	24.0
U of Connecticut, I	50.8	37.1	30.7	28.0
U of Hartford, IIA	38.0	30.7	24.7	23.1
U of New Haven, IIA	36.4	38.4	28.0	26.8
Wesleyan U, IIA	46.2	33.3	26.2	—
Western Conn St C, IIA	41.3	33.4	28.1	23.0
Yale U, I	59.9	36.4	28.5	26.9
DELAWARE				
U of Delaware, I	48.1	33.6	27.7	20.6
DISTRICT OF COLUMBIA				
American U, I	45.6	34.5	29.4	24.5
Catholic U, I	40.9	30.6	25.1	22.7
Corcoran Sch of Art, IIC	—	—	19.6	—
Gallaudet C, IIA	41.6	34.5	26.9	20.9
George Washington U, I	49.6	35.3	28.7	19.9
Georgetown U, I	56.5	39.3	28.9	21.3
Howard U, I	42.6	32.0	26.4	22.2
Mount Vernon C, IIB	—	29.5	23.8	—
U of DC, IIA	41.5	33.4	27.3	23.1
FLORIDA				
Barry U, IIA	33.2	27.7	24.2	19.8
Bethune-Cookman C, IIB	23.5	21.2	19.2	16.2
Eckerd C, IIB	34.2	27.6	24.3	
Embry-Riddle Aero U, IIB	36.3	25.7	21.9	13.6
Florida Atlantic U, IIA	40.4	30.3	26.1	20.6
Florida Internat'l U, IIA	40.6	31.3	26.9	19.7
Florida St U, I	41.7	30.0	26.2	21.0
Indian River CC, III	34.1	30.4	26.0	24.6
Manatee JC, III	26.1	22.9	21.8	15.5
Miami-Dade CC, III	30.3	25.5	20.8	17.4
Palm Beach JC, III	28.8	24.8	24.9	23.4
Pensacola JC, III	29.7	25.5	22.3	17.9
Saint Thomas U, IIB	32.7	26.7	21.8	16.8
Stetson U, IIA	40.5	30.4	26.7	16.4
U of Central Florida, IIA	38.6	31.4	26.2	19.2
U of Florida, I	47.7	36.5	31.4	21.2
U of Miami, I	45.7	33.8	27.5	23.1
U of South Florida, I	41.4	31.0	26.0	22.5
U of Tampa, IIB	31.5	25.5	21.8	—
U of West Florida, IIA	37.7	30.3	25.5	23.3
Warner Southern C, IIB	—	16.4	—	—
GEORGIA				
Abraham Baldwin Ag C, III	32.8	28.0	24.8	20.7
Agnes Scott C, IIB	33.1	27.6	22.4	19.5
Albany JC, III	30.1	27.3	24.8	—
Albany St C, IIB	34.5	29.8	25.3	20.6
Armstrong St C, IIA	38.0	30.2	25.2	18.0
Atlanta Christian C, IIC	19.4	—		18.8
Atlanta C of Art, IIC		23.0		
Atlanta JC, III	—	28.2	25.3	—
Augusta C, IIA	38.6	30.1	25.0	21.2
Bainbridge JC, III	—	28.4	24.3	20.7
Berry C, IIB	36.2	28.3	23.1	20.0
Brewton-Parker C, III	—	21.7	16.2	16.1
Brunswick JC, III	—	30.6	24.2	21.9
Clark C, IIB	27.0	21.0	18.1	15.8
Clayton JC, III	31.9	26.6	23.7	22.4
Columbus C, IIA	34.5	30.0	24.8	20.6
Dalton JC, III	—	28.1	24.9	22.0
Emanuel County JC, III	—	27.7	25.1	—
Emory U, I	52.4	35.8	29.7	21.1
Floyd JC, III	34.4	26.8	23.4	19.7
Fort Valley St C, IIB	38.4	31.7	26.0	20.4
Gainesville JC, III	33.7	27.2	24.4	20.2
Georgia C, IIA	35.3	28.4	23.5	18.4
Georgia Inst of Tech, IIC	51.0	37.1	33.7	25.6
Georgia Southern C, IIA	37.4	31.2	24.4	19.7
Ga Southwestern C, IIA	36.3	30.9	25.8	21.5
Georgia St U, I	47.2	34.6	28.6	21.2
Gordon JC, III	—	28.1	22.8	20.3
Interdenominational Theol Center, IIC	31.0	18.5	20.3	—
Kennesaw C, IIB	41.0	33.1	27.0	21.1
Macon JC, III	34.0	28.9	24.4	19.6
Mercer U				
Main campus, IIB	38.1	29.6	22.9	20.0
Atlanta, IIB	29.2	25.7	23.1	19.4
Middle Georgia C, III	30.9	27.9	24.7	—

GEORGIA—Continued	Prof	Assoc Prof	Asst Prof	Inst
North Georgia C, IIA	35.3	29.3	26.1	—
Oglethorpe U, IIB	36.2	25.8	21.7	
Piedmont C, IIB	19.7	16.9	16.1	
Savannah St C, IIB	37.5	30.2	25.0	22.2
South Georgia C, III		31.2	24.8	20.2
Southern Tech Inst, IIC	34.5	30.3	26.8	—
Spelman C, IIB	33.5	24.8	21.6	17.3
Tift C, IIB	—	—	20.1	—
Toccoa Falls C, IIC	—	—	18.1	—
U of Georgia, I	48.2	34.0	27.1	20.4
Valdosta St C, IIB	36.3	30.2	26.8	20.9
Waycross JC, III		—	26.3	
Wesleyan C, IIB	25.4	22.9	21.1	20.0
West Georgia C, IIA	37.2	30.0	25.7	19.1
HAWAII				
Chaminade U of Honolulu, IIB	24.8	20.8	19.1	15.7
U Hawaii Hilo, IIB	37.0	30.3	23.9	—
Manoa, I	41.5	31.9	26.3	20.8
West Oahu C, IIB	—	26.3	—	
IDAHO				
Boise St U, IIA	33.2	28.7	24.1	21.1
C of Idaho, IIB	26.6	—	18.5	—
C of Southern Idaho, III	26.7	23.5	21.4	20.5
Idaho St U, IIA	33.5	27.9	24.0	22.6
Lewis-Clark St C, IIB	29.7	25.5	22.3	—
NW Nazarene C, IIB	26.5	21.2	—	17.2
U of Idaho, I	37.9	29.6	26.3	—
ILLINOIS				
Augustana C, IIB	39.8	31.7	25.5	21.7
Aurora C, IIB	29.5	26.5	23.9	—
Bradley U, IIA	38.1	30.1	26.3	19.9
Chicago St U, IIA	37.3	31.4	26.5	24.7
Chicago Theol Sem, IIC	39.9		—	
Christ Seminary-Seminex, IIC	32.1	—		
City C of Chicago				
City-Wide C, III	36.0	31.1	28.0	—
Daley C, III	39.2	36.4	33.6	21.9
Kennedy-King, III	40.2	36.2	33.5	29.7
Loop C, III	39.3	36.6	31.5	26.1
Malcolm X C, III	37.9	33.0	33.2	27.8
Olive-Harvey, III	38.9	37.4	33.6	25.1
Truman C, III	39.2	36.5	29.5	22.6
Wright C, III	40.9	38.1	32.6	24.0
C of Du Page, III	39.0	33.3	28.2	21.6
C of Saint Francis, IIB	32.7	27.8	24.3	24.5
Concordia C, IIC	28.6	25.4	20.7	—
Depaul U, IIA	41.8	32.9	28.0	21.2
Eastern Illinois U, IIA	33.6	28.1	23.1	19.0

ILLINOIS—Continued	Prof	Assoc Prof	Asst Prof	Inst
Elmhurst C, IIB	36.2	29.1	24.5	—
Eureka C, IIB	—	21.0	19.1	
Garrett-Evangelical Theol Sem, IIC	34.7	30.8	—	—
Greenville C, IIB	22.3	19.8	17.3	
Illinois Benedictine C, IIB	33.1	26.8	23.1	
Illinois Central C, III	34.1	29.6	25.0	22.6
Illinois C, IIB	32.0	28.2	20.8	—
Illinois Inst of Tech, I	46.3	34.4	29.6	19.0
Illinois St U, I	37.8	30.9	25.8	—
Illinois Wesleyan U, IIB	35.4	27.4	23.9	20.9
John Marshall Law Sch, IIC	58.9	46.3	36.1	—
Judson C, IIB	26.1	23.4	18.7	—
Kendall C, IIB	—	—	21.8	—
Knox C, IIB	34.8	28.1	21.1	—
Lake Forest C, IIB	39.0	32.3	25.3	22.1
Lewis and Clark CC, III	32.5	26.2	25.9	22.6
Lewis U, IIA	27.8	24.8	21.5	18.7
Lincoln Christian C, IIC	21.6	—	18.8	—
Loyola U of Chicago, I	45.0	35.1	28.3	27.2
MacMurray C, IIB	27.3	22.0	20.7	17.6
McKendree C, IIB	31.6	27.1	24.0	22.7
Millikin U, IIB	35.6	27.9	24.8	18.3
Monmouth C, IIB	31.4	26.1	21.6	18.4
Moraine Valley CC, III	34.0	27.4	22.9	19.9
Mundelein C, IIB	27.9	22.5	19.6	—
National C of Chiropractic, IIC	33.5	—	22.7	20.1
North Central C, IIB	35.0	29.5	24.1	—
North Park C, IIB	29.1	25.0	20.6	18.0
Northeastern Ill U, IIA	33.1	28.1	24.5	22.3
Northern Illinois U, I	40.6	32.1	25.9	16.2
Northwestern U, I	53.2	35.5	31.8	—
Oakton CC, III	36.3	32.3	27.5	24.0
Olivet Nazarene C, IIB	25.4	22.4	19.4	17.4
Parks C-Saint Louis U, IIC	36.8	28.1	22.5	24.4
Principia C, IIB	34.1	27.8	22.4	—
Quincy C, IIB	26.9	24.9	19.7	—
Richland CC, III	27.7	26.0	22.3	—
Rockford C, IIB	32.7	24.7	23.8	—
Roosevelt U, IIA	31.3	26.6	23.8	—
Rosary C, IIA	—	27.0	23.2	—
Saint Mary of the Lake Sem, IIC	9.0	—	—	9.1
Saint Xavier C, IIB	35.5	27.7	22.1	20.1
Sangamon St U, IIA	37.0	31.5	27.1	31.8
Sauk Valley C, III	29.2	27.1	22.6	20.6
Sch of Art Inst of Chicago, IIC	32.8	27.8	23.1	
Seabury-Western Theol Sem, IIC	21.5	—	—	
Southern Ill U Carbondale, I	39.8	31.4	26.3	23.7
Edwardsville, IIA	36.9	31.4	27.3	21.7

Continued on Following Page

AAUP Rating Scale

Category I: Doctoral Institutions

	1+	1	2	3	4
Professor	$57,000	$51,900	$47,400	$43,400	$40,300
Associate professor	38,800	36,800	34,700	33,200	31,300
Assistant professor	32,200	30,300	28,500	27,600	26,300
Instructor	29,000	24,500	22,500	21,000	19,700

Category IIA: Comprehensive Institutions

	1+	1	2	3	4
Professor	$45,700	$42,200	$38,900	$36,800	$33,500
Associate professor	35,400	33,800	31,600	30,000	27,900
Assistant professor	29,400	27,700	26,200	25,000	23,400
Instructor	25,700	23,400	21,500	20,200	18,800

Category IIB: Baccalaureate Institutions

	1+	1	2	3	4
Professor	$43,200	$36,300	$32,600	$29,300	$25,500
Associate professor	33,300	29,800	27,000	24,700	22,000
Assistant professor	26,800	24,400	22,800	21,100	19,200
Instructor	23,700	21,000	19,400	17,800	16,300

Category III: 2-Year Institutions with Academic Ranks

	1+	1	2	3	4
Professor	$40,400	$36,600	$33,800	$31,000	$28,100
Associate professor	34,900	31,300	28,900	27,200	24,600
Assistant professor	30,600	26,700	24,800	23,100	21,000
Instructor	25,400	22,300	21,000	19,700	17,900

Category IV: 2-Year Institutions Without Academic Ranks

	1+	1	2	3	4
All	$36,800	$30,700	$27,100	$23,400	$20,500

Note: Scales are based on actual distributions by average salary in 1985-86, according to data from 1,789 institutions. Percentile rankings are as follows: 1+ = 95th percentile; 1 = 80th percentile; 2 = 60th percentile; 3 = 40th percentile; 4 = 20th percentile. An average salary of $49,500 for the rank of professor in Category 1 institutions would be rated 2 because it falls between the 60th percentile ($47,400) and the 80th percentile ($51,900).

SOURCE: AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

FACT-FILE—Continued

ILLINOIS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Spertus C of Judaica, IIC	32.5	—	—	
Trinity Christian C, IIB	30.6	27.8	27.1	19.9
Trinity C, IIB	—	22.5	18.5	—
U of Chicago, I	57.0	37.4	31.3	22.7
U of Illinois				
Urbana-Champaign, I	51.0	35.6	31.5	—
Chicago, I	47.4	34.5	29.8	21.6
Western Illinois U, IIA	34.6	30.0	26.2	17.4
Wheaton C, IIA	34.4	29.2	24.2	—
William Rainey Harper C, III	43.4	36.7	30.2	25.1

INDIANA

Ball St U, I	36.5	29.5	23.9	16.5
Butler U, IIA	34.5	29.0	23.3	21.5
Calumet C, IIB	19.3	—	—	—
Depauw U, IIB	40.2	32.6	24.4	
Earlham C, IIB	34.4	26.7	21.7	
Fort Wayne Bible C, IIC	—	20.0	17.6	
Franklin C of Indiana, IIB	24.9	22.5	20.3	—
Goshen C, IIB	24.4	21.2	18.2	
Hanover C, IIB	37.4	27.2	22.4	19.7
Huntington C, IIB	27.6	23.3	18.9	—
Indiana Central U, IIA	32.6	27.1	22.5	20.1
Indiana St U, IIA	36.0	28.4	23.3	17.5
Indiana U				
Bloomington, I	44.8	32.3	27.1	—
East, III	—	26.4	20.8	
Purdue U Ft Wayne, IIA	37.2	30.0	23.9	16.6
Indianapolis, IIA	41.4	30.2	25.2	—
Kokomo, IIB	33.3	28.3	23.5	
Northwest, IIA	39.8	30.8	25.0	—
South Bend, IIA	35.9	29.8	23.3	—
Southeast, IIB	35.5	26.8	22.0	
Manchester C, IIB	29.3	25.1	21.5	—
Marian C, IIB	28.7	24.0	20.8	18.2
Marion C, IIB	25.0	20.9	17.7	—
Oakland City C, IIB	19.1	17.7	16.9	14.7
Purdue U				
Main campus, I	48.0	34.0	28.2	20.2
Calumet, IIA	38.9	30.7	25.4	17.5
North Central, III	34.7	29.7	23.5	—
Rose-Hulman Inst of Tech, IIC	41.4	35.3	29.2	
Saint Mary's C, IIB	40.0	31.8	24.3	—
Saint Meinrad C, IIB	—	—	25.3	
Taylor U, IIB	27.3	24.1	20.7	—
Tri-State U, IIB	31.0	25.2	22.3	—
U of Evansville, IIA	33.5	28.3	24.3	—
U of Notre Dame, I	52.0	38.4	31.3	36.0
U of Southern Ind, IIB	34.7	28.9	23.8	19.7
Valparaiso U, IIA	37.2	29.2	22.7	18.5
Vincennes U, III	30.6	25.2	21.4	18.5
Wabash C, IIB	41.0	30.6	23.2	—

IOWA

Briar Cliff C, IIB	27.9	24.6	21.8	19.4
Buena Vista C, IIB	36.8	29.0	25.4	—
Central U of Iowa, IIB	34.0	30.1	25.0	20.9
Clarke C, IIB	27.0	25.0	19.8	18.3
Coe C, IIB	33.9	25.7	20.6	—
Cornell C, IIB	34.5	27.6	23.4	—
Divine Word C, IIB		—	19.0	—
Dordt C, IIB	29.2	26.0	22.4	21.4
Drake U, IIA	32.6	27.0	23.0	21.6
Graceland C, IIB	23.7	20.1	18.1	—
Grand View C, IIB	27.7	23.6	20.6	—
Grinnell C, IIB	42.9	31.4	23.9	—
Iowa Central CC, III	—	25.2	26.2	20.0
Iowa St U, I	41.5	31.2	26.3	18.7
Iowa Wesleyan C, IIB	19.7	17.1	15.6	14.8
Iowa Western CC, III	27.9	22.7	20.1	18.3
Loras C, IIB	30.9	25.6	22.0	19.1
Luther C, IIB	32.6	26.0	22.9	20.4
Marycrest C, IIB	—	24.5	22.2	19.2
Morningside C, IIB	26.7	22.2	19.9	17.7
Mount Mercy C, IIB	—	22.1	22.2	17.4
Northwestern C, IIB	27.9	24.9	21.7	—
Palmer C of Chiropractic, IIC	32.7	27.1	22.9	18.6
Saint Ambrose C, IIB	32.0	29.2	26.1	21.4
Simpson C, IIB	30.9	25.8	23.0	20.7
U of Dubuque, IIB	29.5	25.6	22.5	19.5
U of Iowa, I	43.9	33.2	28.2	27.4
U of Northern Iowa, IIA	35.4	29.1	24.6	20.3
Upper Iowa U, IIB	—	17.9	—	13.7
Waldorf C, III	25.4	22.4	19.8	17.1
Wartburg C, IIB	30.2	25.7	21.7	
Wartburg Theol Sem, IIC	28.6	—	—	
Westmar C, IIB	23.4	—	19.1	18.6
William Penn C, IIB	22.2	19.8	—	14.4

KANSAS

Baker U, IIB	25.6	21.1	18.7	—
Benedictine C, IIB	27.0	22.5	19.3	17.6
Bethany C, IIB	28.9	24.5	20.5	—
Bethel C, IIB	27.6	24.9	19.7	—
Emporia St U, IIA	32.9	28.5	25.0	—
Fort Hays St U, IIA	33.3	27.6	24.1	20.7
Friends U, IIB	23.1	20.4	19.1	—
Kansas Newman C, IIB	—	21.0	17.5	15.8
Kansas St U, I	39.6	29.9	25.7	20.7
Kansas Tech Inst, III	26.7	—	26.7	—
Kansas Wesleyan, IIB	20.8	16.8	15.0	—
Marymount C of Kan, IIB	—	18.7	16.2	14.3
McPherson C, IIB	25.6	21.3	19.1	
Mid-America Nazarene C, IIB	25.3	21.8	20.3	18.2
Ottawa U, IIB	24.5	—	18.7	—
Pittsburg St U, IIA	33.6	29.4	25.7	20.4
Saint John's C, IIB	—	—	18.5	—
Saint Mary C, IIB	24.3	22.2	19.3	15.5
Saint Mary Plains C, IIB	—	—	17.6	16.0
Southwestern C, IIB	25.7	21.1	20.4	—
Sterling C, IIB	—	19.7	16.4	—
Tabor C, IIB	24.1	—	18.6	—
U of Kansas main campus, I	41.6	30.1	27.1	18.2
Washburn U, IIA	40.2	31.8	24.4	22.1
Wichita St U, IIA	40.3	31.4	25.7	19.4

KENTUCKY

Alice Lloyd C, III	—	—	13.7	10.4
Ashbury C, IIB	26.8	22.3	19.1	16.0
Asbury Theol Sem, IIC	34.0	29.4	—	—
Bellarmine C, IIC	34.0	29.7	22.9	—
Berea C, IIB	33.6	27.5	22.3	19.5
Brescia C, IIB	—	23.9	21.1	16.9
Campbellsville C, IIB	28.0	22.2	18.1	16.2
Centre C, IIB	34.2	27.7	22.4	—
Cumberland C, IIB	22.4	17.8	16.8	15.5
Eastern Kentucky U, IIA	32.0	27.6	23.2	19.2
Georgetown C, IIB	28.1	24.1	20.8	—
Kentucky Christian C, IIC	12.6	—	—	
Kentucky St U, IIB	29.7	24.9	22.1	20.0
Ky Wesleyan C, IIB	29.6	25.9	20.9	18.7
Lees C, III	—	—	16.6	
Lexington Theol Sem, IIC	28.0	—		
Louisville Presbyterian Theol Sem, IIC	37.0	—	—	
Morehead St U, IIA	32.6	27.0	23.4	19.0
Murray St U, IIA	32.6	28.0	23.8	20.4
Northern Kentucky U, IIB	35.1	28.6	22.9	22.0
Spalding U, IIB	25.9	20.8	21.0	18.7
Thomas More C, IIB	25.0	20.3	18.5	—
Transylvania U, IIB	31.7	26.1	24.2	—
Union C, IIA	21.6	18.1	17.2	—
U of Kentucky, I	42.4	31.7	26.7	25.2
CC's, III	28.0	23.6	19.4	18.7
U of Louisville, I	40.3	30.1	25.3	19.8
Western Kentucky U, IIA	33.6	27.7	23.9	19.3

LOUISIANA

Centenary C of La, IIB	30.9	27.5	21.6	16.3
Delgado CC, III	33.0	29.9	25.8	21.5
Dillard U, IIB	29.2	23.4	20.9	18.7
Grambling St U, IIA	29.1	27.7	24.2	19.1
Louisiana C, IIB	28.4	25.2	22.9	—
Louisiana St U				
A&M C, I	41.9	31.2	26.3	19.5
Alexandria, III	28.9	24.6	21.0	18.5
Eunice, III	—	25.2	22.8	20.8
Shreveport, IIB	32.5	29.7	24.1	21.9
Louisiana Tech U, IIA	34.1	28.2	24.6	20.9
Loyola U in New Orleans, IIA	42.0	33.8	27.4	23.4
McNeese St U, IIA	33.2	30.5	25.7	21.7
Nicholls St U, IIA	32.8	29.1	24.5	21.2
Northeast La U, IIA	35.1	29.6	24.3	18.7
Northwestern St U of La, IIA	30.2	25.5	21.8	18.3
Our Lady of Holy Cross C, IIB	—	22.7	18.8	23.0
Southeastern La U, IIA	32.2	29.3	25.0	20.0
Southern U				
A&M C, IIA	32.8	27.7	23.6	19.8
Shreveport-Bossier, III	—	25.9	23.7	21.4
New Orleans, IIB	30.6	27.7	24.1	—
Tulane U, I	45.0	35.2	28.1	19.7
U of New Orleans, IIA	37.6	29.8	24.0	18.5
U of Southwestern La, IIA	37.3	30.7	25.8	21.0
Xavier U of La, IIB	26.5	23.3	20.2	17.3

MAINE

Bates C, IIB	43.6	34.0	25.3	23.9
Bowdoin C, IIB	46.7	34.4	26.6	21.8
Colby C, IIB	46.2	31.7	24.5	23.0
Husson C, IIC	30.7	27.2	25.5	—
Maine Maritime Acad, IIC	30.0	26.3	22.2	—
Saint Joseph's C, IIC	—	—	18.2	—
Thomas C, IIC	—	—	23.0	
Unity C, IIB	19.9	—	17.5	—
U of Maine Augusta, III	30.5	23.5	19.6	—
Farmington, IIC	33.7	27.3	21.4	—
Fort Kent, IIB	—	26.1	22.1	—
Machias, IIB	32.5	26.2	20.0	
Orono, IIA	38.3	29.2	23.8	17.5
Presque Isle, IIB	32.3	27.4	20.9	—
U of New England, IIB	26.8	24.4	20.3	17.1
U of Southern Maine, IIA	36.9	29.7	24.4	17.2

MARYLAND

Allegany CC, III	29.3	24.3	21.0	18.8
Anne Arundel CC, III	38.4	33.3	26.5	22.7
Bowie St C, IIB	37.4	32.9	26.1	—
Capitol Inst of Tech, IIC	—	—	22.9	
Catonsville CC, III	40.7	33.6	27.7	22.8
Cecil CC, III	32.2	27.2	23.4	17.4
Charles County CC, III	35.0	32.0	24.3	17.9
Chesapeake C, III	—	25.6	21.8	—
C of Notre Dame of Maryland, IIB	28.7	25.0	22.9	—
Columbia Union C, IIB	21.4	18.8	18.7	16.9
CC of Baltimore, III	34.0	28.3	24.1	20.6
Coppin St C, IIB	36.7	31.1	25.9	20.2
Dundalk CC, III	36.3	31.6	27.4	21.9
Essex CC, III	40.9	32.3	27.4	21.7
Frederick CC, III	36.5	27.3	21.5	18.8
Frostburg St C, IIA	37.5	29.9	26.0	21.8
Garrett CC, III	—	—	—	15.4
Goucher C, IIB	34.8	26.7	22.0	17.8
Hagerstown JC, IIC	30.3	24.8	21.8	—
Harford CC, IIC	37.0	32.8	27.4	21.3
Hood C, IIA	33.4	26.6	22.3	18.2
Howard CC, III	39.3	33.9	26.5	20.2
Johns Hopkins U, I	56.0	38.9	31.4	28.3
Peabody Inst, IIC	36.7			
Loyola C, IIA	41.1	35.4	26.8	—
Montgomery C Germantown, III	34.2	25.7	—	—
Rockville, III	37.3	30.7	25.7	21.2
Takoma Park, III	38.0	29.9	24.8	—
Morgan St U, IIA	43.9	34.4	28.3	23.7
Mount Saint Mary's C, IIB	34.5	28.2	22.2	—
Prince George's CC, III	37.8	32.6	26.2	20.7
Saint Mary's C of Md, IIB	38.5	30.4	23.7	—
Salisbury St C, IIA	38.1	30.6	24.5	20.7
Towson St U, IIA	40.2	33.9	27.5	21.2
U of Baltimore, IIA	39.1	34.4	28.0	—
U of Maryland College Park, I	48.9	35.6	29.1	21.4
Baltimore City, IIC	52.4	41.5	31.4	22.4
Baltimore County, IIA	47.5	34.3	28.1	19.9
Eastern Shore, IIB	36.2	33.3	31.8	26.5
Washington Bible C, IIC	—	16.8	14.4	—
Washington C, IIB	34.4	27.6	21.7	
Washington Theol Union, IIC	—	11.9	12.7	
Western Maryland C, IIA	33.6	28.4	25.1	—
Wor-Wic Tech CC, III		28.3	24.3	21.6

MASSACHUSETTS

Amherst C, IIB	49.8	33.9	26.9	
Andover Newton Theol Sch, IIC	30.0	—	—	
Anna Maria C, IIB	—	26.1	22.5	—
Assumption C, IIB	38.2	28.9	25.3	22.4
Babson C, IIC	49.8	38.9	32.6	—
Bentley C, IIC	46.0	38.0	30.8	26.5
Boston C, I	49.2	36.6	30.4	25.7
Boston U, I	47.4	36.4	28.8	22.4
Brandeis U, I	49.8	36.5	27.7	—
Bridgewater St C, IIA	39.7	34.9	30.8	27.1
Bunker Hill CC, III	34.9	27.1	25.3	21.5
Cape Cod CC, III	36.4	30.2	27.7	24.9
Chamberlayne JC, III	—	—	20.1	—
Clark U, IIA	45.0	33.6	26.2	—
C of the Holy Cross, IIB	42.9	33.0	26.2	22.2
Curry C, IIB	29.8	25.9	21.4	18.3
Emerson C, IIA	43.8	34.7	28.5	—
Emmanuel C, IIB	31.8	25.6	21.9	18.8
Endicott C, III	23.4	—	20.2	17.2
Episcopal Divinity Sch, IIC	21.1		—	
Fitchburg St C, IIB	38.6	34.0	29.5	24.6
Gordon C, IIB	30.1	25.4	21.6	—
Gordon-Conwell Theol Sem, IIC	31.6	27.3	24.4	
Hampshire C, IIB	37.9	30.5	25.3	
Harvard U, I	66.0	35.9	31.3	23.3
Holyoke CC, III	34.9	30.1	25.5	21.3
Lesley C, IIC	30.0	25.9	22.1	19.1
Mass C of Art, IIC	37.5	31.9	27.9	—
Mass C of Pharmacy and Allied Health Sci, IIC	28.1	25.2	22.0	—
Mass Inst of Tech, I	58.4	41.4	33.1	24.7
Merrimack C, IIB	38.5	32.8	25.3	
Mount Holyoke C, IIB	44.5	32.6	25.9	—
Northeastern U, I	47.5	36.1	29.8	21.4
Northern Essex CC, III	35.1	30.0	25.7	23.8
Regis C, IIB	33.5	27.7	23.4	—
Simmons C, IIA	44.0	33.9	28.0	25.0
Smith C, IIA	47.1	34.8	27.2	20.9
Southeastern Mass U, IIA	42.2	34.6	30.2	—
Springfield Tech CC, III	35.2	30.3	27.3	22.5
Stonehill C, IIB	34.1	27.7	23.7	
Suffolk U, IIA	44.0	36.0	29.6	21.9
Tufts U, I	50.4	36.7	29.9	—
U of Lowell, IIA	47.0	37.8	30.9	26.3
U of Massachusetts Amherst, I	48.5	38.9	30.7	28.3
Boston, IIA	48.0	39.4	32.9	—
Wellesley C, IIB	52.7	36.1	30.4	24.6
W New England C, IIA	42.9	34.0	28.3	21.8
Westfield St C, IIB	37.3	31.6	28.1	26.5
Wheaton C, IIB	39.9	30.0	24.3	—
Wheelock C, IIC	37.3	27.2	20.7	19.4
Williams C, IIB	49.5	34.5	27.5	
Worcester Poly Inst, IIC	47.7	37.3	30.1	19.8

MICHIGAN

Adrian C, IIB	30.3	25.2	20.3	—
Albion C, IIB	38.7	30.8	24.0	18.1
Alma C, IIB	35.0	27.8	22.9	—
Aquinas C, IIB	32.7	28.2	22.5	—
Calvin C, IIB	33.0	27.8	23.1	16.8
Center for Creative Studies, IIC	27.7	25.2	20.6	18.5
Central Michigan U, IIA	39.4	32.9	27.6	21.7
Concordia C, IIB	29.2	24.0	21.3	—
Delta C, III	38.9	34.7	29.6	23.8
Detroit C of Law, IIC	43.0	—		
Eastern Michigan U, IIA	37.3	32.3	27.5	23.4
Ferris St C, IIB	35.9	30.5	26.8	24.0
G M I Engineering & Mgmt Inst, IIC	40.2	34.4	29.5	—
Grand Rapids Baptist C & Sem, IIB	25.0	22.8	17.5	
Grand Valley St C, IIA	37.5	31.4	24.6	—
Great Lakes Bible C, IIC	15.9	—		
Hillsdale C, IIB	38.6	28.3	23.3	—
Hope C, IIB	33.2	29.4	23.9	19.7
Jordan C, IIB	—		18.5	14.9
Kalamazoo C, IIB	35.8	27.6	22.6	—
Lake Superior St C, IIB	33.4	29.2	25.5	21.0
Lansing CC, III	30.7	28.3	25.0	21.9
Lawrence Inst Tech, IIB	35.4	31.7	28.1	25.0
Madonna C, IIB	31.0	26.9	22.0	19.8
Marygrove C, IIA	26.2	21.8	18.2	16.1
Mercy C of Detroit, IIB	30.2	24.6	20.6	19.0
Michigan St U, I	42.8	32.3	27.6	21.5
Michigan Tech U, IIA	47.6	34.7	29.1	22.6
Monroe County CC, III	39.1	36.1	33.3	—
Nazareth C in Kalamazoo, IIC	—	21.9	18.4	16.2
Northern Michigan U, IIA	37.7	31.3	24.1	21.0
Northwestern Mich C, III	35.2	29.7	24.8	20.7
Oakland U, IIA	41.5	32.6	27.7	24.8
Olivet C, IIB	24.2	19.2	16.8	—
Saginaw Valley St C, IIA	34.1	29.2	26.4	25.2
Siena Heights C, IIB		23.5	20.9	—
Spring Arbor C, IIB	23.9	21.6	19.1	17.5
Thomas M Cooley Law Sch, IIC	57.7	50.9	29.7	
U of Detroit, I	38.2	31.2	26.7	19.6
U of Michigan Ann Arbor, I	51.8	38.3	32.2	20.9
Dearborn, IIA	38.4	29.1	25.8	
Flint, IIA	39.7	32.7	27.3	—
Wayne St U, I	43.6	32.3	27.2	20.6
Western Michigan U, I	38.6	31.3	26.4	18.3
Western Theol Sem, IIC	25.1	—	—	

MINNESOTA

Augsburg C, IIB	27.2	22.7	19.8	—
Bemidji St U, IIA	40.1	31.6	25.6	18.8
Bethel C, IIB	30.6	25.5	22.1	19.6
Carleton C, IIB	44.1	35.2	27.2	23.1
C of Saint Benedict, IIB	34.8	28.0	23.6	—
C of Saint Catherine, IIB	34.1	28.0	23.0	17.6
C of St Scholastica, IIB	—	25.5	22.9	20.3
C of Saint Teresa, IIB	24.3	22.7	17.9	—
C of Saint Thomas, IIA	42.3	32.4	27.2	21.1
Concordia C Moorhead, IIB	34.8	28.9	23.6	18.1
Saint Paul, IIB	24.7	21.1	18.5	
Gustavus Adolphus C, IIB	36.4	29.8	23.6	20.9
Hamline U, IIB	32.4	24.1	21.6	—
Luther Northwestern Theol Sem, IIC	29.7	26.7	23.9	—
Macalester C, IIB	40.3	30.7	23.9	20.2
Dr Martin Luther C, IIC	17.2		—	
Metropolitan St U, IIB	39.0	33.7	27.4	
Minneapolis C of Art & Design, IIC	30.2	25.9	21.4	—
Moorhead St U, IIA	40.8	32.7	26.4	20.9
North Central Bible C, IIC	—	22.6	18.3	—
Northwestern C, IIB	29.6	25.0	21.7	—
Saint Cloud St U, IIA	40.9	31.3	26.3	19.1
Saint John's U, IIB	38.5	32.0	25.5	20.3
Saint Mary's C, IIA	32.5	26.9	22.3	—
Saint Olaf C, IIB	39.6	30.9	24.8	22.2
Saint Paul Bible C, IIB	—	24.0	21.7	17.9
United Theol Sem, IIC	24.8	—	—	
U of Minnesota Duluth, IIA	42.7	33.2	26.9	22.6
Mpls-Saint Paul, I	47.2	34.5	29.6	23.8
Morris, IIB	41.0	31.0	24.8	21.0

MINNESOTA—Continued

U of Minnesota—Continued				
Tech C at Crookston, III	—	29.2	27.2	23.2
Tech C at Waseca, III	—	30.0	26.7	—

MISSISSIPPI

Alcorn St U, IIB	30.3	25.2	22.1	16.7
Belhaven C, IIB	24.6	—	18.2	—
Delta St U, IIA	32.8	27.1	22.9	19.5
Jackson St U, IIA	31.0	28.2	24.1	19.4
Millsaps C, IIB	32.7	26.6	23.3	—
Mississippi St U, I	38.7	31.3	26.1	19.8
Miss U for Women, IIA	30.8	25.3	23.4	21.0
Miss Valley St U, IIB	28.3	24.6	20.6	17.5
Reformed Theol Sem, IIC	30.8	31.1	—	
Rust C, IIB	—	22.3	17.7	15.6
U of Mississippi, I	38.6	30.4	24.5	19.2
U Southern Mississippi, I	40.3	31.9	26.4	19.8

MISSOURI

Assemblies of God Grad Sch, IIC	—	23.1	—	
Avila C, IIB	27.6	25.4	20.6	20.1
Central Bible C, IIC	—	22.2	19.5	15.4
Central Methodist C, IIB	28.5	26.1	20.1	18.5
Central Missouri St U, IIA	34.4	30.3	24.4	19.3
Columbia C, IIB	24.2	21.9	19.8	17.7
Concordia Sem, IIC	28.0	25.5	20.3	
Culver-Stockton C, IIB	31.0	23.1	19.8	—
Drury C, IIB	30.3	26.7	20.5	18.2
Fontbonne C, IIB	21.7	17.4	15.0	14.6
Hannibal-LaGrange C, III	—	—	18.8	17.2
Harris-Stowe St C, IIC	—	—	24.6	—
Kansas City Art Inst, IIC	29.9	23.1	—	
Lincoln U, IIA	32.1	26.6	23.0	19.8
Lindenwood C, IIA	26.2	23.0	20.2	—
Logan C of Chiropractic, IIC	—	—	—	20.0
Maryville College-Saint Louis, IIB	29.3	24.5	18.7	—
Missouri Baptist C, IIB	—	—	15.8	15.5
Mo Southern St C, IIB	36.0	30.8	26.0	20.7
Missouri Valley C, IIB	—	18.2	18.3	16.0
Mo Western St C, IIB	34.3	30.3	25.1	20.3
Nazarene Theol Sem, IIC	28.5	—	—	
Northeast Mo St U, IIA	37.1	31.6	25.9	21.7
Northwest Mo St U, IIA	32.9	27.3	23.0	20.8
Park C, IIB	24.7	19.1	18.7	—
Rockhurst C, IIB	35.8	28.7	24.0	22.2
St Louis Christian C, IIC	21.6			
Saint Louis CC Florissant Valley, III	37.7	31.9	25.7	—
Forest Park, III	37.8	32.2	25.8	20.8
Meramec, III	36.9	32.1	24.8	22.3
Saint Louis C of Pharmacy, IIC	—	—	28.1	—
Saint Louis U main campus, I	43.3	30.8	26.5	22.2
Saint Paul's C, III	—	13.8	—	—
Sch of the Ozarks, IIB	28.1	22.6	20.4	
Southeast Mo St U, IIA	35.8	29.7	25.4	21.1
Southwest Baptist U, IIB	26.7	20.8	19.7	18.1
Southwest Mo St U, IIA	37.3	31.1	26.4	20.4
Tarkio C, IIB	—	—	19.4	15.8
U of Missouri Columbia, I	39.7	30.2	27.6	20.4
Kansas City, I	39.0	30.9	25.6	18.8
Rolla, IIC	42.5	33.6	30.5	—
Saint Louis, IIA	40.5	31.2	27.0	28.1
Washington U, I	48.6	34.9	28.2	23.0
Webster U, IIA	33.0	28.1	22.0	—
Westminster C, IIB	31.8	25.8	22.1	—
William Jewell C, IIB	30.1	24.6	21.9	18.4
William Woods C, IIB	25.8	21.3	19.8	17.9

MONTANA

Carroll C, IIB	30.5	25.3	21.3	—
C of Great Falls, IIB	23.9	19.9	18.5	—
Eastern Montana C, IIB	30.9	26.6	22.4	19.7
Montana C of Mineral Sci & Tech, IIC	38.4	30.1	25.9	19.8
Montana St U, IIA	36.5	29.3	24.7	19.3
Rocky Mountain C, IIB	26.3	22.2	18.6	16.8
U of Montana, I	32.9	26.5	23.5	19.9
Western Montana C, IIC	31.5	24.6	21.0	—

NEBRASKA

Bellevue C, IIB		23.7	19.8	—
Cuadron St C, IIB	33.4	28.2	22.5	18.5
C of Saint Mary, IIB	—	24.4	21.2	19.5
Concordia Teachers C, IIC	24.3	21.9	17.3	—
Creighton U, IIA	42.5	31.5	25.3	20.7
Dana C, IIB	24.2	21.0	19.6	—
Doane C, IIB	28.5	25.2	20.9	—
Hastings C, IIB	29.0	24.6	21.2	17.4
Kearney St C, IIA	32.0	28.5	22.4	17.8
Midland Lutheran C, IIB	26.8	23.4	21.5	17.9
Ne Wesleyan U, IIB	31.3	26.1	22.6	—
Peru St C, IIB	30.6	25.5	21.9	17.6
Union C, IIB	21.9	20.5	19.2	16.9
U of Nebraska Lincoln, I	39.0	29.6	25.5	17.5
Omaha, IIA	33.5	27.1	23.1	21.6
Wayne St C, IIA	32.8	26.9	23.1	19.2
York C, III	—	21.0	—	—

NEVADA

U of Nevada Reno, I	41.6	33.1	27.1	—
Las Vegas, IIA	41.4	33.6	28.8	26.6

NEW HAMPSHIRE

Dartmouth C, I	50.6	34.9	27.8	22.0
Franklin Pierce C, IIB	28.4	24.3	18.5	—
Franklin Pierce Law Center, IIC	48.4		—	
New England C, IIB	29.3	24.5	22.2	—
New Hampshire C, IIC	34.7	28.6	25.7	—
NH Tech Inst, III	28.1	21.2	19.1	—
NH Voc-Tech C Claremont, III	24.7	19.6	17.7	—
Laconia, III	25.1	19.8	—	
Manchester, III	24.2	19.4	18.2	

NEW YORK—Continued

	Assoc Prof	Asst Prof	Prof	Inst
Saint Francis C, IIB	40.2	32.3	23.5	23.4
Saint John Fisher C, IIB	33.1	28.1	24.2	—
Saint Lawrence U, IIB	45.2	32.8	25.4	21.5
St Thomas Aquinas C, IIB	34.6	28.5	23.2	19.6
Siena C, IIB	36.5	27.4	22.9	—
Skidmore C, IIB	43.3	31.8	25.3	19.6
St U of New York				
Albany, I	52.1	37.8	28.5	
Binghamton, I	50.4	35.8	27.5	
Buffalo, I	52.8	37.7	29.8	—
Stony Brook, I	53.5	37.2	27.9	23.8
Empire St C, IIB	37.7	31.6	25.5	22.3
C at Brockport, IIA	41.8	34.3	28.5	19.3
C at Buffalo, IIA	39.7	31.0	25.0	20.3
C at Cortland, IIA	39.7	30.6	24.2	19.6
C at Fredonia, IIA	40.9	32.2	26.0	20.7
C at Geneseo, IIA	40.6	32.8	23.9	19.4
C at New Paltz, IIA	39.8	33.2	27.1	—
C at Old Westbury, IIB	46.4	34.4	25.9	—
C at Oneonta, IIA	39.6	31.8	26.4	—
C at Oswego, IIA	39.9	31.0	24.4	23.0
C at Plattsburgh, IIA	39.3	32.9	25.4	18.4
C at Potsdam, IIA	38.6	30.8	24.9	18.6
C at Purchase, IIB	40.8	30.8	23.9	—
St C of Optometry, IIC	44.8	39.0	28.9	15.4
A&T C				
Alfred, III	36.4	31.3	26.3	20.2
Canton, III	35.1	29.2	24.6	21.3
Cobleskill, III	35.8	29.4	24.3	21.4
Delhi, III	35.7	28.8	24.6	18.0
Farmingdale, III	38.5	29.9	24.4	21.6
Morrisville, III	36.7	30.4	23.8	20.4
C of Environmental Sci & Forestry, IIA	40.4	33.8	23.2	—
Maritime C, IIB	41.7	29.5	25.3	—
C of Tech				
Utica-Rome, IIA	—	32.0	26.1	—
Cornell U				
Statutory C's, I	45.1	34.5	28.6	19.0
C of Ceramics at Alfred U, IIC	42.1	34.4	28.0	—
Adirondack CC, III	33.1	27.4	21.9	18.2
Broome CC, III	32.1	27.3	22.0	20.9
Cayuga County CC, III	33.4	26.8	21.7	—
Clinton CC, III	29.8	25.6	21.2	—
Columbia-Greene CC, III	35.2	29.2	24.2	—
CC of Finger Lakes, III	29.4	24.6	21.3	17.7
Corning CC, III	35.5	27.4	21.5	—
Dutchess CC, III	40.7	34.4	28.3	20.4
Genesee CC, III	29.0	24.6	19.9	—
Herkimer County CC, III	33.4	28.9	21.5	15.6
Hudson Valley CC, III	33.8	30.1	24.7	18.4
Jamestown CC, III	33.5	28.2	22.5	18.5
Jefferson CC, III	38.3	31.6	24.0	20.0
Monroe CC, III	38.1	32.2	26.7	21.6
Nassau CC, III	45.6	36.5	29.6	22.2
Niagara County CC, III	36.1	29.9	25.0	20.2
North Country CC, III	32.6	23.9	21.2	17.1
Onondaga CC, III	37.0	29.6	26.7	22.2
Orange County CC, III	37.1	32.1	24.8	20.0
Schenectady Co CC, III	32.4	27.1	20.3	—
Sullivan County CC, III	33.3	29.4	22.7	—
Ulster Co CC, III	35.3	29.1	25.7	21.7
Westchester CC, III	52.5	45.8	39.4	—
Syracuse U, I	44.6	32.3	26.2	22.0
Trocaire C, III	—	—	19.4	16.6
Union C, IIA	43.0	33.3	25.4	23.8
U of Rochester, I	50.2	37.0	28.5	21.9
Vassar C, IIB	45.8	32.5	25.9	22.5
Wells C, IIB	29.5	25.0	20.7	—

NORTH CAROLINA

Appalachian St U, IIA	37.0	30.6	27.7	21.1
Atlantic Christian C, IIB	25.0	20.4	18.1	17.6
Barber-Scotia C, IIC	26.0	23.8	19.5	18.6
Belmont Abbey C, IIB	26.0	22.7	19.7	—
Bennett C, IIB	23.2	19.6	17.1	15.5
Catawba C, IIB	26.6	20.7	19.4	14.6
Davidson C, IIB	39.6	33.1	24.8	—
Duke U, I	52.9	37.1	30.2	29.3
East Carolina U, IIA	40.4	33.1	26.8	22.5
Elizabeth City St U, IIB	35.6	29.9	26.5	—
Elon C, IIB	28.5	24.5	21.0	17.7
Fayetteville St U, IIB	38.0	31.3	26.7	22.5
Guilford C, IIB	33.5	26.3	21.9	—
High Point C, IIB	29.1	24.3	20.9	—
Johnson C Smith U, IIB	30.3	23.9	20.8	17.1
Lenoir-Rhyne C, IIB	27.3	24.8	20.7	17.7
Livingstone C, IIB	—	21.1	17.7	16.8
Louisburg C, III	23.2	—	17.2	16.5
Mars Hill C, IIB	26.4	23.6	20.7	16.8
Meredith C, IIB	30.4	26.2	22.2	20.7
Methodist C, IIB	21.3	20.1	18.5	17.2
Mount Olive C, IIB	20.2			
NC A&T St U, IIA	39.0	33.7	27.9	23.5
NC Central U, IIA	40.7	32.1	28.6	24.6
NC Sch of the Arts, IIC				28.0
North Carolina St U, I	50.0	36.4	31.7	25.5
NC Wesleyan C, IIB	24.6	—	20.9	—
Peace C, III	28.5	—	20.3	
Pembroke St U, IIB	38.8	32.0	25.1	22.8
Pfeiffer C, IIB	23.5	22.0	18.9	16.4
Queens C, IIB	26.5	23.6	19.1	—
Roanoke Bible C, IIC	16.8	—	—	
Sacred Heart C, IIB	—	—	17.1	—
Saint Andrews Presbyterian C, IIB	32.4	25.9	20.2	—
Saint Augustine's C, IIB	25.1	22.1	17.7	16.3
Saint Mary's C, III	—	24.1	19.5	16.9
Salem C, IIB	30.5	25.2	22.8	—
Shaw U, IIB	21.3	20.9	19.6	15.8
Southeastern Baptist Theol Sem, IIC	28.0	—	—	
U of North Carolina				
Asheville, IIB	39.9	31.2	27.9	24.0
Chapel Hill, I	50.7	36.8	30.4	27.5
Charlotte, IIA	40.1	33.7	28.0	
Greensboro, I	47.2	34.0	28.2	23.1
Wilmington, IIB	39.1	32.5	27.1	
Wake Forest U, IIA	43.4	33.6	26.0	20.5
Western Carolina U, IIA	38.6	32.6	27.1	21.9
Wingate C, IIB	28.3	23.6	20.7	20.9
Winston-Salem St U, IIB	36.1	30.1	26.2	22.5

NORTH DAKOTA

Dickinson St C, IIB	29.7	27.2	24.8	21.6
Mayville St C, IIB	32.5	27.7	23.3	
Minot St C, IIB	32.1	27.5	24.4	22.1
North Dakota St U, IIA	37.1	30.4	26.4	19.7
U of ND at Grand Forks, I	36.7	30.0	25.1	20.9
Valley City St C, IIB	31.8	28.8	23.6	23.3

OHIO

	Assoc Prof	Asst Prof	Prof	Inst
Air Force Inst of Tech, IIC	41.1	34.5	32.3	—
Antioch U, IIA	25.1	18.1	18.3	
Ashland C, IIA	27.3	24.4	20.1	17.8
Baldwin-Wallace C, IIB	32.0	26.3	21.9	—
Bluffton C, IIB	23.6	20.7	18.1	
Bowling Green St U, I	42.8	33.8	27.5	19.7
Firelands, III	—	33.1	24.8	22.4
Capital U, IIB	31.3	22.9	21.3	18.3
Case Western Reserve U, I	46.3	35.7	30.3	23.3
Cedarville C, IIB	29.2	24.2	21.3	—
Clark Tech C, III	—	27.2	24.5	18.8
Cleveland St U, IIA	46.6	35.2	28.6	22.8
C of Mt St Joseph, IIB	26.3	24.1	20.3	—
C of Wooster, IIB	35.9	27.7	22.3	20.7
Defiance C, IIB	25.2	22.0	19.7	—
Denison U, IIB	38.6	30.9	23.9	21.1
Hebrew Union C, IIC	53.9	36.6	—	—
Heidelberg C, IIB	28.6	22.3	20.8	17.0
Hiram C, IIB	31.4	25.0	22.1	19.0
Jefferson Tech C, III		26.9	21.0	18.7
John Carroll U, IIA	36.1	29.4	26.1	25.0
Kent St U				
Main campus, I	42.9	32.9	27.5	20.3
Ashtabula, III		30.7	27.0	—
Liverpool, III		—	24.6	—
Salem, III	—	—	24.3	—
Stark County, III	—	32.3	27.5	—
Trumbull, III	—	30.9	24.4	—
Tuscarawas, III	—	31.6	27.4	—
Kenyon C, IIB	45.1	32.6	24.4	20.3
Lake Erie C, IIB	23.7	21.6	18.5	—
Lakeland CC, III	36.5	33.8	31.5	29.8
Lorain County CC, III	—	34.7	27.3	22.2
Lourdes C, IIB		—	—	18.5
Malone C, IIB	24.2	19.9	16.8	
Marietta C, IIB	31.0	26.7	24.4	—
Miami U				
Hamilton, III	—	32.8	25.5	—
Middletown, III	—	32.1	27.4	29.3
Oxford, I	44.4	34.2	27.5	24.0
Mount Union C, IIB	32.3	25.6	22.0	19.2
Muskingum Area Tech C, III	—	25.1	22.8	20.4
Muskingum C, IIB	32.4	27.6	22.8	18.8
Notre Dame C, IIB	—	21.9	20.2	—
Oberlin C, IIB	43.0	32.7	25.9	22.6
Ohio C Podiatric Med, IIC	—	36.6	32.6	—
Ohio Dominican C, IIB	26.9	21.6	19.4	—
Ohio Northern U, IIB	34.1	27.2	24.0	20.6
Ohio St U				
Main campus, I	51.0	37.4	31.7	22.6
Ag Tech Inst, III		28.7	25.9	19.5
Lima, III		33.7	27.1	
Mansfield, III	—	29.7	27.1	—
Marion, III	—	32.7	24.8	—
Newark, III	—	32.1	28.8	—
Ohio U				
Athens, I	42.8	33.5	27.8	22.5
Belmont, III		—	28.9	
Chillicothe, III		28.5	25.0	—
Lancaster, III		30.6	23.9	—
Zanesville, III	—	29.6	24.1	—
Ohio Wesleyan U, IIB	33.1	25.3	22.1	—
Otterbein C, IIB	31.4	25.4	21.7	17.0
Rio Grande C, IIB	—	23.7	17.1	16.9
Shawnee St CC, III	—	28.2	24.2	19.7
Sinclair CC, III	31.1	24.9	21.9	—
Tiffin U, IIC		—	21.4	19.8
Trinity Lutheran Sem, IIC	30.1	27.7	—	—
U of Akron				
Main campus, I	43.4	33.9	28.9	23.7
Wayne Gen & Tech C, III	—	—	21.1	20.0
U of Cincinnati				
Main campus, I	47.1	35.5	27.9	21.0
Clermont Gen & Tech C, III	—	—	26.5	—
Raymond Walters C Gen & Tech C, III	38.5	31.3	24.2	17.9
U of Dayton, IIA	37.2	32.1	25.3	16.0
U of Steubenville, IIB	27.8	23.9	20.5	19.1
U of Toledo, I	42.2	33.9	27.6	21.2
Urbana C, IIB	—	16.7	15.6	—
Ursuline C, IIB	25.1	—	20.6	19.3
Walsh C, IIB	27.7	23.1	21.2	—
Wilberforce U, IIB	—	19.5	15.9	13.9
Wilmington C, IIB	29.5	25.6	20.4	—
Wittenberg U, IIB	38.3	29.8	23.5	19.8
Wright St U				
Main campus, IIA	46.4	35.1	29.3	21.3
Western Ohio, III	—	—	27.2	21.8
Xavier U, IIA	36.8	29.5	25.4	19.8
Youngstown St U, IIA	40.9	34.0	26.5	21.8

OKLAHOMA

Bacone C, III			17.5	14.5
Cameron U, IIB	33.9	30.3	25.4	21.7
Central St U, IIA	38.8	34.7	31.8	26.4
East Central U, IIB	35.8	32.8	28.8	24.1
Langston U, IIB	33.3	27.1	24.4	23.5
Oklahoma Baptist U, IIB	29.0	24.6	21.5	17.9
Okla Christian C, IIB	30.9	28.0	22.7	19.3
Oklahoma St U main campus, I	40.1	31.8	27.8	21.9
Phillips U, IIA	27.5	23.8	21.1	—
U of Oklahoma, I	41.5	31.6	26.6	16.3
U of Science & Arts of Oklahoma, IIB	35.2	31.4	28.0	23.3
U of Tulsa, IIA	44.9	32.7	26.2	20.9

OREGON

Central Oregon CC, III	33.8	30.2	26.0	22.6
Concordia C, IIB	—	24.3	23.2	
Eastern Oregon St C, IIB	33.2	26.0	21.5	—
George Fox C, IIB	26.2	22.3	17.0	—
Lewis and Clark C, IIA	41.7	28.2	22.1	
Linfield C, IIB	29.5	24.2	20.2	—
Multnomah Sch of the Bible, IIC	20.9	18.9	18.2	—
NW Christian C, IIC	—	14.9		
Oregon Inst of Tech, IIC	34.8	29.5	25.9	22.2
Oregon St U, I	38.9	30.8	26.0	19.1
Pacific U, IIB	34.3	25.0	24.2	—
Reed C, IIB	38.5	29.2	24.5	
Southern Ore St C, IIA	34.6	27.5	22.6	19.6
Southwestern Ore CC, III	31.7	26.2	22.5	—
U of Oregon, I	38.3	30.0	25.0	19.9
U of Portland, IIA	35.7	29.1	23.7	
Warner Pacific C, IIB	—	21.8	18.9	
Western Baptist C, IIC	14.4	—		
Western Conservative Baptist Sem, IIC	26.3	—	—	

Average Faculty Salaries by Rank and Type of Institution, 1985-86

Academic rank	SALARY: Public	Independent private	Church-related	All	1-YEAR CHANGE: Public	Independent private	Church-related	All
Category I: Doctoral institutions								
Professor	$45,560	$53,190	$48,350	$47,280	+ 7.0%	+ 6.2%	+ 6.6%	+ 6.8%
Associate professor	33,430	36,360	35,380	34,040	+ 6.5%	+ 5.9%	+ 6.6%	+ 6.4%
Assistant professor	28,050	29,850	28,940	28,460	+ 7.3%	+ 6.3%	+ 6.1%	+ 7.1%
Instructor	20,430	23,370	23,510	20,990	+ 5.7%	+ 5.2%	+ 6.5%	+ 5.6%
Lecturer	23,430	24,860	22,400	24,440	—	—	—	—
All ranks	36,230	41,730	36,980	37,330	+ 6.9%	+ 6.1%	+ 7.3%	+ 6.7%
Category IIA: Comprehensive institutions								
Professor	39,720	40,170	39,320	39,740	+ 4.5%	+ 6.0%	+ 6.2%	+ 4.8%
Associate professor	31,580	31,790	31,010	31,550	+ 5.4%	+ 6.4%	+ 5.8%	+ 5.6%
Assistant professor	25,950	26,070	25,550	25,930	+ 5.4%	+ 6.4%	+ 5.6%	+ 5.5%
Instructor	20,820	21,270	20,180	20,820	+ 5.7%	+ 7.9%	+ 6.2%	+ 5.9%
Lecturer	21,310	22,940	25,020	21,720	—	—	—	—
All ranks	32,090	31,980	31,010	31,990	+ 5.0%	+ 6.3%	+ 5.9%	+ 5.2%
Category IIB: Baccalaureate institutions								
Professor	35,610	38,200	30,660	34,280	+ 6.5%	+ 4.9%	+ 4.8%	+ 5.3%
Associate professor	29,750	28,990	25,380	27,600	+ 6.3%	+ 4.9%	+ 5.3%	+ 5.3%
Assistant professor	24,890	23,640	21,370	22,980	+ 6.3%	+ 5.4%	+ 4.9%	+ 5.4%
Instructor	20,140	18,690	17,890	18,730	+ 6.3%	+ 5.3%	+ 5.2%	+ 5.6%
Lecturer	22,240	24,280	17,620	21,910	—	—	—	—
All ranks	26,430	29,040	24,580	26,920	+ 6.4%	+ 5.0%	+ 5.0%	+ 5.4%
Category IIC: Specialized institutions								
Professor	45,000	42,040	28,490	40,280	+ 6.7%	+ 8.2%	+ 7.0%	+ 7.3%
Associate professor	35,040	31,650	24,200	32,050	+ 7.1%	+ 5.4%	+ 6.4%	+ 6.3%
Assistant professor	29,630	26,100	20,230	26,520	+ 5.6%	+ 5.7%	+ 3.4%	+ 5.4%
Instructor	23,860	21,220	17,230	21,520	+ 11.9%	+ 7.7%	+ 3.6%	+ 9.1%
Lecturer	24,140	23,950	19,000	24,040	—	—	+	—
All ranks	35,820	31,690	24,600	32,100	+ 6.9%	+ 5.8%	+ 6.0%	+ 6.7%
Category III: 2-year institutions with academic ranks								
Professor	34,870	25,970	24,820	34,560	+ 5.7%	+ 6.3%	+ 4.7%	+ 5.7%
Associate professor	29,760	22,140	21,210	29,490	+ 5.5%	+ 5.9%	+ 5.0%	+ 5.5%
Assistant professor	25,480	19,960	18,980	25,140	+ 6.2%	+ 8.3%	+ 5.3%	+ 6.3%
Instructor	21,420	13,090	16,030	20,520	+ 6.2%	+ 5.7%	+ 9.2%	+ 6.2%
Lecturer	18,550	—	13,740	18,210	—	—	—	—
All ranks	28,510	18,220	19,770	27,990	+ 5.8%	+ 6.9%	+ 5.0%	+ 5.8%
Category IV: 2-year institutions without ranks								
No rank	28,620	18,980	19,080	28,320	+ 5.8%	+ 6.7%	+ 4.5%	+ 5.8%
All categories combined except IV:								
Professor	42,260	46,950	35,280	42,500	+ 6.1%	+ 6.0%	+ 6.2%	+ 6.1%
Associate professor	32,150	32,900	28,310	31,800	+ 6.0%	+ 5.8%	+ 5.7%	+ 5.9%
Assistant professor	26,740	26,770	23,150	26,240	+ 6.4%	+ 6.1%	+ 5.2%	+ 6.2%
Instructor	20,860	19,770	18,540	20,350	+ 6.0%	+ 6.2%	+ 5.5%	+ 5.9%
Lecturer	23,210	24,330	21,530	23,310	—	—	—	—
All ranks	33,390	35,350	27,730	33,090	+ 6.1%	+ 6.0%	+ 5.7%	+ 6.1%

— No data reported.

Note: Salary figures are based on reports of 2,159 institutions. Percentage changes are based on reports of 1,789 institutions that provided comparable data for both 1984-85 and 1985-86.

SOURCE: AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

OREGON—Continued

	Assoc Prof	Asst Prof	Prof	Inst
W Evangelical Sem, IIC	24.7			
W St Chiropractic C, IIC	—	—	19.1	
Willamette U, IIB	38.6	29.6	24.4	—

PENNSYLVANIA

Academy of the New Church, IIB	—	—	29.2	25.7
Albright C, IIB	37.6	30.6	25.8	23.8
Allegheny C, IIB	39.5	30.4	24.4	19.7
Allentown C of Saint Francis, IIB	32.6	26.4	22.5	19.5
Alliance C, IIB	—	—	17.6	—
Alvernia C, IIB	—	—	17.4	14.7
Bloomsburg U, IIA	39.1	32.0	25.6	21.4
Bryn Mawr C, I	42.5	33.8	26.1	—
Bucknell U, IIA	45.0	34.6	26.6	—
Bucks County CC, III	33.8	30.4	21.0	—
Butler County CC, III	33.6	29.3	24.0	19.7
Cabrini C, IIB	29.4	—	23.9	—
California U, IIA	37.4	31.0	24.7	19.7
Carlow C, IIB	33.8	24.6	19.5	17.1
Carnegie Mellon U, I	55.6	37.9	33.4	26.5
Chatham C, IIB	33.4	27.8	21.4	—
Chestnut Hill C, IIB	—	25.2	17.9	—
Cheyney U, IIA	37.5	31.0	25.7	21.1
Clarion U Main campus, IIA	39.0	31.7	25.2	19.5
Venango, III	—	—	24.9	—
C of Misericordia, IIB	—	24.0	20.0	16.2
CC of Allegheny County Allegheny, III	32.1	28.7	26.5	
Boyce, III	32.7	29.8	23.2	—
North, III	25.1	24.0	22.3	—
South, III	31.5	27.2	22.3	—
CC of Beaver County, III	30.1	27.5	25.9	22.0
CC of Philadelphia, III	41.6	36.4	30.8	24.0
Delaware County CC, III	35.2	29.0	25.2	
Delaware Valley C of Science & Ag, IIB	34.0	28.6	24.5	21.4
Dickinson C, IIB	40.9	31.4	24.5	21.5
Drexel U, IIA	48.0	34.2	29.9	24.2
Duquesne U, IIA	37.1	28.3	23.5	18.6
East Stroudsburg U, IIA	38.3	31.8	25.7	—
Eastern Baptist Theol Sem, IIC	30.3	—	—	
Eastern C, IIB	29.4	25.4	21.8	—
Edinboro U, IIA	37.4	30.8	25.4	—
Elizabethtown C, IIB	35.8	31.0	24.9	—

PENNSYLVANIA—Continued

	Assoc Prof	Asst Prof	Prof	Inst
Franklin and Marshall C, IIB	46.6	36.0	25.0	23.3
Gannon U, IIA	33.8	30.0	26.3	20.3
Geneva C, IIB	28.3	24.6	21.6	—
Gettysburg C, IIB	43.0	33.1	25.3	24.4
Gwynedd-Mercy C, IIB	22.6	20.0	19.1	16.7
Harrisburg Area CC, III	34.0	28.2	22.4	19.4
Haverford C, IIB	46.5	36.5	26.6	—
Immaculata C, IIB	30.1	27.9	—	—
Indiana U, IIA	37.3	30.5	24.4	17.8
Juniata C, IIB	35.4	27.4	25.3	—
Keystone JC, III	26.2	22.1	17.9	17.0
King's C, IIB	32.6	27.8	23.5	—
Kutztown U, IIA	38.8	31.5	25.3	20.7
Lackawanna JC, III	—	—	16.4	11.5
Lafayette C, IIB	50.0	37.2	27.5	23.6
Lancaster Theol Sem, IIC	18.1			
La Roche C, IIB	—	25.1	22.6	
La Salle U, IIB	40.0	32.3	26.5	21.5
Lebanon Valley C, IIB	28.4	24.9	21.7	—
Lehigh County CC, III	33.3	28.5	26.1	—
Lehigh U, I	48.6	35.6	28.4	29.4
Lincoln U, IIB	33.0	27.1	22.6	19.3
Lock Haven U, IIB	39.6	32.3	26.1	20.1
Lutheran Theol Sem at Gettysburg, IIC	24.3	—	—	—
Lutheran Theol Sem at Philadelphia, IIC	34.8	—	—	—
Luzerne County CC, III	31.0	27.6	21.5	16.4
Lycoming C, IIB	34.7	28.0	23.0	20.1
Mansfield U, IIA	36.9	30.6	23.9	16.6
Marywood C, IIA	29.6	26.6	21.9	18.2
Mercyhurst C, IIB	29.7	25.4	20.9	20.0
Messiah C, IIB	31.0	27.2	24.3	21.6
Millersville U, IIA	38.8	31.4	25.2	19.9
Montgomery Co CC, III	35.7	30.5	25.6	—
Moravian C, IIB	35.4	28.3	23.6	—
Mount Aloysius JC, III		18.2	20.9	18.3
Muhlenberg C, IIB	38.1	29.8	23.1	—
Northampton County Area CC, III	30.1	27.9	24.2	—
Peirce Junior C, III	27.0	23.8	21.0	18.7
Pennsylvania C of Podiatric Med, IIC	45.9	—	24.8	—
Pennsylvania St U Main campus, I	47.1	34.7	28.5	18.0
IIA campuses	40.4	35.3	28.0	23.0
III campuses	38.1	30.6	24.6	20.6
Philadelphia C of Art, IIC	31.2	24.7	19.2	—

PENNSYLVANIA—Continued

	Assoc Prof	Asst Prof	Prof	Inst
Phila C of Bible, IIC	19.2	18.3	15.7	—
Philadelphia C of Pharm & Sci, IIC	41.5	30.3	25.1	21.6
Philadelphia C of Textiles & Sci, IIB	38.3	32.1	26.7	—
Pittsburgh Theol Sem, IIC	37.7	—	—	
Point Park C, IIB	28.7	24.8	20.4	17.9
Reading Area CC, III	27.3	21.2	—	—
Robert Morris C, IIC	31.3	29.4	25.3	21.6
Rosemont C, IIB	29.9	27.6	18.2	—
Saint Francis C, IIB	27.7	25.0	20.5	19.4
Saint Joseph's U, IIB	39.7	31.6	26.3	20.8
Saint Vincent C, IIB	31.1	25.0	21.4	19.2
Seton Hill C, IIB	28.8	24.0	19.0	15.2
Shippensburg U, IIA	38.9	31.7	25.7	21.2
Slippery Rock U, IIA	37.4	30.5	24.2	19.6
Spring Garden C, IIC	31.4	24.5	—	—
Susquehanna U, IIB	35.1	27.9	22.9	—
Swarthmore C, IIB	48.4	33.6	26.1	—
Temple U, I	43.4	33.7	27.8	23.0
Thiel C, IIB	26.6	24.1	20.5	—
Thomas Jefferson U, IIC	—	31.4	24.9	15.4
U of Pennsylvania, I	56.2	40.0	32.9	—
U of Pittsburgh Main campus, I	48.3	34.1	27.1	18.7
Bradford, IIB	—	28.5	25.0	17.7
Greensburg, III	31.0	26.2	23.0	17.1
Johnstown, IIB	37.4	30.4	24.7	19.6
Titusville, III		27.6	—	—
U of Scranton, IIA	35.4	29.4	25.0	22.2
Ursinus C, IIB	36.1	29.3	24.8	—
Villa Maria C, IIB		21.3	18.9	—
Villanova U, IIA	44.8	34.8	28.6	21.5
Washington & Jefferson C, IIB	32.9	29.2	23.8	25.6
Waynesburg C, IIB	24.2	21.5	—	18.5
West Chester U, IIA	38.8	31.9	25.5	21.6
Westminster C, IIB	30.8	26.0	22.3	—
Westminster Theol Sem, IIC	25.8	—	—	
Westmoreland Co CC, III	—	26.6	24.2	20.5
Widener U, IIA	41.9	34.9	26.9	21.9
Wilkes C, IIA	31.7	26.7	22.3	—
Williamsport Area CC, III	28.4	27.6	25.9	23.5
Wilson C, IIB	27.1	22.6	18.4	—
York C of Pa, IIB	41.6	34.7	27.1	22.5

Continued on Following Page

FACT-FILE—Continued

RHODE ISLAND

	Assoc Prof	Asst Prof	Prof	Inst
Brown U, I	49.9	34.7	27.0	—
Bryant C, IIC	42.6	37.5	29.8	27.3
CC of Rhode Island, III	31.0	26.1	21.5	—
New England Inst of Tech, III		—	23.6	21.0
Providence C, IIA	42.2	35.5	27.6	25.2
Rhode Island C, IIA	34.8	29.2	24.7	19.7
RI Sch of Design, IIC	38.8	31.6	24.6	
Salve Regina-Newport C, IIA	32.5	26.8	21.7	18.3
U of Rhode Island, I	40.2	31.7	28.1	20.7

SOUTH CAROLINA

Baptist C of Charleston, IIB	22.8	17.6	17.9	—
Benedict C, IIB	27.4	20.9	18.7	15.7
Central Wesleyan C, IIB	19.1	15.9	—	—
The Citadel, IIA	37.1	33.1	25.9	—
Claflin C, IIB	20.8	—	18.6	16.8
Clemson U, I	44.4	33.4	28.2	20.0
Coker C, IIB	26.2	22.8	20.9	—
C of Charleston, IIA	37.5	32.5	25.8	—
Columbia Bible C, IIC	25.9			
Columbia C, IIB	27.8	22.5	20.9	17.9
Converse C, IIB	29.9	26.2	22.3	23.3
Erskine C & Sem, IIB	25.2	20.8	18.0	—
Francis Marion C, IIB	36.3	28.3	23.4	17.6
Furman U, IIB	36.2	27.6	23.2	18.6
Lander C, IIB	34.8	29.7	24.3	18.2
Limestone C, IIC	21.4	21.6	20.5	—
Lutheran Theol Southern Sem, IIC	24.7	—	—	
Morris C, IIB	22.5	20.2	16.8	15.1
Newberry C, IIB	23.9	21.2	19.5	—
North Greenville C, III	—	17.9	16.5	14.4
Presbyterian C, IIB	31.3	24.6	20.9	—
South Carolina St C, IIB	38.1	31.0	25.8	20.2
U of South Carolina				
Main campus, I	44.5	31.9	27.1	20.4
Aiken, IIB	32.8	27.2	21.9	17.3
Beaufort, III	—	25.0	—	—
Coastal, IIB	32.8	27.0	24.0	—
Lancaster, III	—	26.8	23.0	—
Salkehatchie, III	—	—	21.5	—
Spartanburg, IIB	32.9	27.0	23.9	20.8
Sumter, III	—	26.8	23.4	—
Union, III	—	—	—	19.9
Voorhees C, IIB	19.4	—	16.1	11.3
Winthrop C, IIA	38.3	30.7	25.4	18.3
Wofford C, IIB	35.4	27.2	23.7	—

SOUTH DAKOTA

Augustana C, IIB	29.0	25.0	21.1	18.7
Black Hills St C, IIB	31.2	25.3	22.5	17.4
Dakota St C, IIB	32.5	25.7	23.7	20.2
Dakota Wesleyan U, IIB	30.2	23.5	20.3	18.9
Huron C, IIB	—	—	—	15.1
Mount Marty C, IIB	24.7	19.3	17.2	15.2
Northern St C, IIB	32.6	26.0	23.6	20.5
Sioux Falls C, IIB	24.3	22.1	20.4	19.4
SD Sch of Mines & Tech, IIC	36.0	29.0	25.0	21.0
South Dakota St U, IIA	31.9	26.9	23.1	20.8
U of SD main campus, I	35.6	27.7	24.1	18.3

TENNESSEE

Austin Peay St U, IIA	33.3	26.3	21.9	17.7
Bethel C, IIB	23.6	20.3	—	—
Bryan C, IIB	24.4	21.1	19.6	
Carson-Newman C, IIB	28.6	23.8	21.7	—
Chattanooga St Tech CC, III	31.6	28.6	26.9	24.4
Christian Brothers C, IIB	32.4	25.8	20.9	—
Cleveland St CC, III	29.4	25.5	21.7	—
Columbia St CC, III	—	28.7	28.5	20.9

TENNESSEE—Continued

	Assoc Prof	Asst Prof	Prof	Inst
Covenant C, IIB	29.4	25.1	20.7	
David Lipscomb C, IIB	30.3	25.6	21.8	19.0
Dyersburg St CC, III	26.5	25.4	—	19.9
East Tennessee St U, IIA	36.6	30.2	25.1	19.9
Freed-Hardeman C, III	31.1	27.1	22.4	16.5
Jackson St CC, III	—	25.7	23.3	17.9
Knoxville C, IIB	—	—	16.1	13.8
Lambuth C, IIB	23.6	22.0	19.8	
Lee C, IIB	27.3	22.4	20.4	17.8
Lincoln Memorial U, IIB	—	18.3	17.6	16.3
Maryville C, IIB	25.6	21.1	19.2	16.3
Memphis St U, I	39.3	31.0	25.4	17.7
Middle Tenn St U, IIA	39.6	33.2	26.3	20.7
Motlow St CC, III	—	27.2	23.9	21.0
Nashville St Tech Inst, III	31.0	27.0	25.0	22.2
Roane St CC, III	32.1	26.4	22.2	18.2
Shelby St CC, III	28.3	23.6	19.5	19.0
Southern C of Seventh-Day Adventists, IIB	20.0	19.3	18.8	17.0
Rhodes C, IIB	36.5	29.8	23.2	—
St Tech Inst Knoxville, III		—	24.8	22.5 20.6
Memphis, III	30.8	25.8	22.7	19.8
Tennessee St U, IIA	35.6	28.8	24.7	19.7
Tennessee Tech U, IIA	38.8	31.2	26.0	20.4
Tennessee Temple U, III	25.9	20.6	18.1	16.2
Tenn Wesleyan C, IIB	17.6	16.0	15.1	—
Tri-Cities St Tech Inst, III		—	24.0	20.2
Tusculum C, IIB	18.9	18.1	16.9	—
Union U, IIB	26.8	24.0	21.1	17.7
U of the South, IIB	38.3	28.9	24.1	—
U of Tennessee Knoxville, I	42.4	31.4	27.2	19.2
Chattanooga, IIA	36.1	29.8	25.6	18.5
Inst of Ag, IIA	40.6	33.6	28.9	—
Martin, IIB	33.3	28.2	25.6	18.4
Vanderbilt U, I	50.0	35.3	27.8	23.5
Volunteer St CC, III	31.4	26.0	22.1	19.0
Walters St CC, III	31.2	26.6	24.1	21.5

TEXAS

Abilene Christian U, IIA	32.6	27.7	24.6	18.9
Angelo St U, IIA	36.1	32.4	27.1	20.6
Austin C, IIB	36.4	27.3	24.3	—
Baylor U, I	44.1	34.5	29.0	22.6
Bishop C, IIB	24.8	21.1	20.2	—
Brazosport C, III	35.5	30.9	24.8	—
Corpus Christi St U, IIA	36.4	29.0	24.0	21.0
Del Mar C, III	37.8	32.2	29.1	25.4
East Texas Baptist U, IIB	25.6	—	19.5	20.5
East Texas St U, IIA Texarkana, IIC	37.2	29.9	25.7	22.1
Howard Payne U, IIB	38.3	31.9	—	
Incarnate Word C, IIB	21.1	20.8	19.5	—
Jarvis Christian C, IIB	27.9	25.2	20.3	
Laredo St U, IIB	27.4	23.1	18.8	16.4
Le Tourneau C, IIC	—	31.3	25.1	—
Lubbock Christian C, IIB	26.4	24.1	21.9	20.8
Midwestern St U, IIA	22.7	20.5	16.3	—
North Texas St U, I	38.4	30.7	23.8	19.3
Odessa C, III	39.8	31.7	27.3	21.6
Our Lady of the Lake U, IIA	37.5	31.4	29.1	24.8
Pan American U, IIA	31.5	25.1	23.6	17.8
Prairie View A&M U, IIA	38.1	30.1	24.8	20.6
Rice U, I	36.5	32.8	26.2	23.9
Saint Edward's U, IIB	51.1	37.2	29.7	19.6
Saint Mary's U, IIA	29.9	24.0	19.2	—
Saint Philip's C, III	38.7	29.1	25.7	18.7
Sam Houston St U, IIA	36.6	31.8	28.0	23.9
San Antonio C, III	37.7	31.9	26.4	20.8
Schreiner C, III	35.4	31.5	28.3	24.9
Southern Methodist U, I	28.4	—	20.0	17.7
Southwest Tex St U, IIA	51.9	36.1	29.8	
SW Assemblies of God C, IIC	37.2	31.2	27.5	20.0
	—	—	18.6	—

TEXAS—Continued

	Assoc Prof	Asst Prof	Prof	Inst
Southwestern U, IIB	42.6	32.1	26.5	—
Stephen F Austin St U, IIA	37.1	30.6	25.6	19.6
Sul Ross St U, IIA	34.6	28.8	23.6	19.2
Tarleton St U, IIA	34.8	30.0	25.6	20.4
Texas A&I U, IIA	34.1	28.0	24.8	18.7
Texas A&M U Main campus, I	44.3	33.6	27.6	20.3
Galveston, IIB	—	27.7	24.3	
Texas Christian U, I	45.1	33.6	27.3	24.0
Texas C, IIB	18.6	18.2	14.7	12.9
Texas Lutheran C, IIB	30.2	26.8	23.0	—
Texas Tech U, I	42.3	32.1	26.8	—
Texas Wesleyan C, IIB	27.9	24.6	22.9	—
Texas Woman's U, I	39.2	31.5	25.8	23.4
Trinity U, IIA	45.7	34.2	27.2	22.2
U of Dallas, IIA	31.4	27.8	23.8	19.4
U of Houston Clear Lake, IIA	40.9	32.9	29.6	24.9
Downtown, IIC	44.8	31.9	25.7	—
U Park, I	47.6	34.2	28.7	21.0
U of Saint Thomas, IIA	28.4	25.2	21.7	—
U of Texas Austin, I	48.3	33.2	29.3	21.0
Arlington, IIA	42.2	32.1	27.3	—
Dallas, I	48.4	33.8	29.4	—
El Paso, IIA	38.9	32.4	26.2	
Permian Basin, IIA	34.4	27.7	25.8	—
San Antonio, IIA	39.0	31.3	26.1	—
Tyler, IIA	39.0	31.8	27.1	22.2
West Texas St U, IIA	35.7	29.5	24.4	20.1
Western Texas C, III	—	27.5	24.2	21.9
Wiley C, IIB	20.4	17.0	—	14.1

UTAH

Dixie C, III	—	27.9	24.3	16.7
Snow C, III	31.5	28.2	22.7	21.4
Southern Utah St C, IIB	33.0	26.9	22.6	20.2
U of Utah, I	44.2	31.3	27.7	23.1
Utah St U, I	39.1	31.4	25.8	21.9
Utah Tech C at Salt Lake, III	28.9	25.6	23.9	22.6
Weber St C, IIB	38.9	32.1	27.5	21.4
Westminster C of Salt Lake City, IIB	25.2	23.0	20.6	—

VERMONT

Champlain C, III	29.2	24.9	25.0	18.0
Green Mountain C, III	24.8	—	20.0	—
Lyndon St C, IIB	30.2	27.0	23.8	—
Middlebury C, IIB	46.2	31.7	25.4	23.2
Saint Michael's C, IIA	34.0	27.2	22.4	—
U of Vermont, I	43.6	32.7	26.8	20.6
Vermont Tech C, III	29.6	26.5	23.2	—

VIRGINIA

Averett C, IIB	24.8	22.3	19.1	—
Blue Ridge CC, III	—	27.9	24.8	20.8
Bridgewater C, IIB	28.1	23.4	20.7	—
Central Va CC, III	32.2	28.3	24.9	—
Christendon C, IIB	—	—	20.2	
Christopher Newport C, IIB	32.2	28.0	25.4	21.3
C of William and Mary, I	41.4	34.0	27.6	22.9
Richard Bland C, III	33.3	26.5	—	—
Dabney S Lancaster CC, III	—	28.7	24.5	19.6
Danville CC, III	28.3	27.3	23.7	19.8
Eastern Mennnonite C & Sem, IIB	22.2	18.3	16.5	13.7
Emory & Henry C, IIB	29.9	24.9	22.0	—
Ferrum C, IIB	25.9	22.4	19.2	
George Mason U, IIA	43.5	33.4	28.5	23.7
Germanna CC, III	—	29.5	23.2	18.7
Hampden-Sydney C, IIB	34.0	27.8	23.5	

VIRGINIA—Continued

	Assoc Prof	Asst Prof	Prof	Inst
Hollins C, IIB	30.0	31.2	22.1	21.1
Inst of Textile Tech, III	—	33.3	33.7	—
James Madison U, IIA	35.6	29.8	26.3	20.2
J Sargeant Reynolds CC, III	30.4	27.6	24.0	21.5
John Tyler CC, III	29.8	27.6	22.7	21.0
Liberty U, IIB	28.4	26.2	22.4	18.2
Longwood C, IIB	35.4	30.1	23.8	22.1
Lord Fairfax CC, III	—	24.8	22.9	—
Lynchburg C, IIA	32.7	26.7	21.7	17.6
Mary Baldwin C, IIB	30.2	24.0	20.5	—
Mary Washington C, IIB	34.7	30.0	24.3	21.7
Marymount C of Va, IIB	35.6	27.4	24.8	17.3
Mountain Empire CC, III	—	26.6	23.0	20.2
New River CC, III	31.6	28.2	23.1	18.8
Norfolk St U, IIA	37.0	32.0	26.2	19.4
Northern Virginia CC, III	32.4	29.5	25.4	21.8
Old Dominion U, IIA	43.2	32.0	27.9	21.5
Patrick Henry CC, III	—	27.6	23.8	19.6
Paul D Camp CC, III	—	26.6	22.4	—
Piedmont Virginia CC, III	—	26.1	22.9	19.5
Protestant Episcopal Theol Sem in Va, IIC	25.2	—	—	
Radford U, IIA	36.0	29.6	25.4	20.2
Randolph-Macon C, IIB	34.3	27.5	22.6	—
Randolph-Macon Woman's C, IIB	34.6	26.7	22.0	—
Rappahannock CC, III	—	28.3	22.6	19.0
Roanoke C, IIB	35.7	27.6	22.9	—
Saint Paul's C, IIB	24.0	20.8	—	17.3
Shenandoah C & Consv of Music, IIB	25.6	23.2	18.5	15.2
Southside Virginia CC, III	—	26.4	22.5	—
Southwest Va CC, III	30.2	27.7	24.1	21.2
Sweet Briar C, IIB	36.4	25.6	22.5	—
Thomas Nelson CC, III	31.2	26.8	23.9	20.0
Tidewater CC, III	29.2	26.5	23.3	20.2
U of Richmond, IIA	43.2	33.5	26.2	17.6
U of Virginia, I	53.8	36.7	28.9	21.6
Clinch Valley C, IIB	32.3	26.4	22.0	
Va Commonwealth U, I	41.2	33.6	29.1	22.5
Virginia Highlands CC, III	—	27.6	23.6	19.3
Virginia Military Inst, IIB	37.6	33.4	27.2	—
Virginia Poly Inst & St U, I	49.2	35.2	30.0	22.1
Virginia St U, IIA	31.0	27.7	23.2	19.4
Virginia Wesleyan C, IIB	31.4	27.4	22.6	20.7
Virginia Western CC, III	32.5	28.2	23.8	20.4
Washington & Lee U, IIB	42.6	32.2	29.2	20.0
Wytheville CC, III	30.6	27.2	23.1	21.4

WASHINGTON

Central Wash U, IIA	35.9	29.9	24.8	20.7
Eastern Wash U, IIA	33.4	29.3	22.6	17.6
Gonzaga U, IIA	38.3	29.9	23.3	—
NW C of Assemblies of God, IIC	—	22.5	—	17.7
Pacific Lutheran U, IIA	34.2	28.0	23.0	—
Seattle Pacific U, IIB	32.1	27.2	23.3	18.4
Seattle U, IIA	36.5	28.8	25.2	24.1
Shoreline CC, III	28.0			22.8
U of Puget Sound, IIA	36.8	29.9	24.1	20.3
U of Washington, I	43.2	31.3	28.1	25.3
Washington St U, I	39.7	30.1	26.8	20.7
Western Wash U, IIA	37.2	30.8	25.8	
Whitman C, IIB	39.0	32.0	25.5	—
Whitworth C, IIB	33.1	27.1	22.0	—

WEST VIRGINIA

Alderson Broaddus C, IIB	22.7	22.2	18.3	16.5
Beckley C, III	19.4	—	—	18.2
Bethany C, IIB	28.3	22.8	21.8	—
Bluefield St C, IIB	29.4	24.7	20.0	16.0
Concord C, IIB	30.6	25.0	20.4	18.0
Davis & Elkins C, IIB	26.2	21.6	19.8	17.0
Fairmont St C, IIB	31.7	26.0	19.5	19.9
Glenville St C, IIB	29.3	25.1	21.2	19.3

WEST VIRGINIA—Continued

	Assoc Prof	Asst Prof	Prof	Inst
Marshall U, IIA	33.8	28.4	22.8	17.5
Ohio Valley C, III	—	18.0	—	
Parkersburg CC, III	28.7	23.7	18.8	16.5
Salem C, IIB	20.8	19.9	16.5	14.5
Shepherd C, IIB	31.8	26.6	24.0	19.9
Southern WVa CC, III	—	25.6	21.3	16.3
West Liberty St C, IIB	31.2	25.3	21.4	18.2
West Virginia C of Grad Studies, IIC	36.5	31.8	24.2	—
West Va Inst of Tech, IIB	31.0	26.9	23.5	19.4
West Va Northern CC, III	27.0	22.5	19.4	15.5
West Virginia Sch of Osteopathic Med, IIC	—	38.3	—	
West Virginia St C, IIB	30.6	25.8	21.8	17.7
West Virginia U, I	39.7	31.8	25.5	19.3
Potomac St C, III	32.2	24.9	20.3	16.8
West Va Wesleyan C, IIB	26.4	22.4	21.1	17.7
Wheeling C, IIB	28.2	23.0	20.6	16.9

WISCONSIN

Alverno C, IIB	—	24.3	19.9	17.4
Beloit C, IIB	33.1	28.2	22.7	—
Carroll C, IIB	33.8	29.1	25.1	
Carthage C, IIB	30.1	23.8	22.1	16.6
Concordia C Wis, IIB	—	20.1	18.1	—
Edgewood C, IIB	25.5	21.4	—	
Inst Paper Chemistry, IIC	50.6	36.2	31.1	—
Lakeland C, IIB	25.8	—	19.4	—
Lawrence U, IIB	39.3	30.9	23.0	
Marian C of Fond Du Lac, IIB	—	—	20.8	16.8
Marquette U, I	46.4	35.0	29.5	21.5
Milwaukee Sch of Engineering, IIB	34.0	26.3	24.9	21.0
Mount Mary C, IIB	—	24.5	19.2	—
Mount Senario C, IIB	22.7	18.7	16.9	14.6
Northland C, IIB	21.8	18.8	17.3	—
Ripon C, IIB	36.1	27.7	23.3	21.4
Saint Norbert C, IIB	36.8	30.8	23.8	—
U of Wisconsin Eau Claire, IIA	36.7	29.2	25.5	24.3
Green Bay, IIA	36.9	29.6	24.4	—
La Crosse, IIA	36.4	31.7	27.8	25.1
Madison, I	44.6	32.8	29.3	—
Milwaukee, I	43.1	31.9	27.7	23.2
Oshkosh, IIA	37.2	31.3	27.4	23.2
Parkside, IIA	39.3	30.1	25.4	
Platteville, IIA	35.3	30.8	27.1	—
River Falls, IIA	34.7	27.3	24.2	20.9
Stevens Point, IIA	35.6	28.9	24.9	21.5
Stout, IIA	35.2	29.3	25.2	22.4
Superior, IIA	37.7	28.8	24.6	—
Whitewater, IIA	36.5	30.6	26.8	23.3
Centers, III	33.1	27.4	23.0	19.7
Viterbo C, IIB	—	24.7	20.5	18.4

WYOMING

U of Wyoming, I	43.5	32.6	28.1	27.5
Western Wyoming CC, III	38.5	34.9	32.4	26.2

PUERTO RICO

American C of PR, III	—	—	14.3	7.2
Catholic U of PR, IIB	17.4	14.7	12.4	10.9
U of Puerto Rico Arecibo Tech U C, III	26.7	21.9	18.4	15.3
Bayamon Tech U C, IIB	23.5	18.2	15.2	11.2
Cayey U C, IIB	27.8	23.0	18.4	15.5
Humacao U C, IIB	28.7	23.1	18.9	15.7
Ponce Tech U C, III	—	17.3	15.0	12.8
Rio Piedras, IIA	28.2	22.6	18.7	15.5
U of the Sacred Heart, IIB	20.8	16.7	15.2	12.7

GUAM

U of Guam, IIA	38.8	32.4	25.7	21.2

2-Year Institutions Without Academic Ranks (Category IV)

Alabama

Alexander City St JC	28.5
Brewer St JC	27.6
Chattahoochee Valley St CC	27.4
Enterprise St JC	28.1
Gadsden St JC	32.2
George C Wallace St CC Dothan	28.3
Selma	27.5
Jefferson Davis St JC	27.3
Jefferson St JC	29.2
John C Calhoun St CC	28.4
Lawson St CC	28.2
Lurleen B Wallace St JC	26.1
Marion Military Inst	20.2
Northeast Alabama St JC	26.8
Northwest Alabama St JC	26.5
Patrick Henry St JC	27.3
S D Bishop St JC	26.4
Shelton St CC	27.9
Snead St JC	28.2
Southern Union St JC	26.6
Walker C	25.1

Alaska

U of Alaska Anchorage CC	45.3
Islands CC	39.9
Kenai Peninsula CC	42.9
Ketchikan CC	38.9
Kuskokwim CC	54.5
Matanuska CC	42.1
Northwest CC	55.4
Prince William Sound CC	39.9
Tanana Valley CC	45.3

Arizona

Arizona Western C	27.5
Central Arizona C	28.3
Cochise C	26.3
Eastern Arizona C	28.5
Glendale CC	37.4
Maricopa Tech CC	35.1
Mesa CC	36.9
Mohave CC	25.6

Arizona—Continued

Navajo CC	20.2
Northland Pioneer C	25.2
Phoenix C	36.5
Pima CC	28.3
Scottsdale CC	37.7
South Mountain CC	31.2
Yavapai C	28.9

Arkansas

East Arkansas CC	22.5
Garland County CC	28.2
Mississippi County CC	20.9
North Arkansas CC	21.1
Southern Arkansas U El Dorado	23.1
Tech	22.8
Westark CC	24.7

California

Allan Hancock C	33.1
Antelope Valley C	31.0
Barstow C	34.5
Butte C	31.9
Cabrillo C	32.1
Cerritos C	37.5
Chaffey C	33.8
Citrus C	34.5
Coast CC District	36.8
Coachella Valley CC	33.9
C of Marin	34.2
C of the Redwoods	33.5
C of the Sequoias	36.1
Compton CC	30.7
Contra Costa CC District	38.0
El Camino C	37.5
Foothill-De Anza CC District	37.4
Galvan C	29.9
Glendale CC District	31.9
Grossmont C	31.9
Hartnell C	33.6
Imperial Valley C	30.4
Lake Tahoe CC	33.0
Lassen C	29.9
Long Beach City C	35.1

California—Continued

Los Angeles CC District	35.6
Los Rios CC District	32.4
Mendocino-Lake CC District	29.8
Merced C	32.7
Mira Costa C	34.9
Monterey Peninsula CC	31.5
Mount San Antonio C	35.7
Mount San Jancinto C	32.5
Napa Valley C	30.4
North Orange County CC District	35.9
Palo Verde C	30.6
Palomar C	34.7
Pasadena Area CC District	34.8
Peralta CC's	30.4
Rio Hondo C	37.8
Riverside City C	35.1
Saddleback CC District	38.0
San Bernardino CC District	33.4
San Diego CC District	29.8
San Francisco City C	37.3
San Joaquin Delta C	36.6
San Jose CC District	35.4
Santa Barbara Co C	36.5
Santa Monica C	37.1
Shasta C	33.1
Sierra C	32.3
San Mateo CC District	35.7
Siskiyou Joint CC District	32.1
Solano CC	35.9
State Center CC District	33.9
Taft C	38.1
Ventura County CC District	33.1
Victor Valley CC District	33.2
West Hills CC District	33.1
West Valley Joint CC District	33.6
Yuba C	33.3

Colorado

Aims CC	24.7
Arapahoe CC	25.1
Colorado Northwestern CC	28.7
CC of Denver	25.3
Front Range CC	25.5
Lamar CC	19.7

Colorado—Continued

Morgan CC	22.0
Northeastern JC	25.7
Otero JC	24.2
Pikes Peak CC	24.9
Pueblo CC	20.9
Red Rocks CC	24.7
Trinidad St JC	21.3

Delaware

Delaware Tech & CC Southern	29.0
Stanton-Wilmington	27.5
Terry	26.4

Florida

Broward CC	28.0
Lake-Sumter CC	23.9
Tallahassee CC	27.5

Georgia

Dekalb CC	28.5

Hawaii

U of Hawaii Honolulu CC	27.2
Kapiolani CC	29.0
Kauai CC	26.3
Leeward CC	28.9
Maui CC	27.5
Windward CC	26.8

Idaho

North Idaho C	26.7

Illinois

Belleville Area C	31.4
Carl Sandburg C	23.9
C of Lake County	33.2
Danville Area CC	25.7
Elgin CC	29.3

Illinois—Continued

Highland CC	26.8
Illinois Eastern CC's	22.2
Illinois Valley CC	26.8
John A Logan C	29.5
John Wood CC	19.6
Joliet JC	32.3
Kankakee CC	22.3
Kaskaskia C	24.0
Lake Land CC	24.6
Lincoln C	18.7
McHenry County C	27.7
Midstate C	15.3
Morrison Inst of Tech	21.9
Morton C	31.2
Parkland C	30.3
Prairie St C	29.9
Rend Lake C	27.1
Southeastern Illinois C	23.3
Spoon River C	26.8
Springfield C	16.7
State CC	23.3
Thornton CC	33.6
Waubonsee CC	28.9

Indiana

Indiana Voc-Tech C	18.7

Iowa

Des Moines Area CC	23.1
Eastern Iowa CC District	20.0
Ellsworth CC	22.4
Hawkeye Inst of Tech	20.5
Indian Hills CC	20.1
Iowa Lakes CC	21.7
Marshalltown CC	21.3
Mount Saint Clare C	21.0
North Iowa Area CC	25.7
Northeast Iowa Tech C	19.7
Northwest Iowa Tech C	20.2
Southeastern CC	22.7
Western Iowa Tech CC	21.1

Kansas

Barton County CC	23.0
Butler County CC	24.3
Central C	15.2
Cloud County CC	22.7
Coffeyville CC	22.5
Colby CC	22.1
Cowley County CC	25.4
Donnelly C	16.0
Fort Scott CC	19.2
Garden City CC	24.5
Haskell Indian JC	25.5
Hesston C	17.3
Highland CC	22.3
Hutchinson CC	26.3
Independence CC	23.4
Johnson County CC	30.5
Kansas City Kansas CC	28.2
Labette CC	23.9
Neosho County CC	24.6
Seward County CC	24.2

Kentucky

Draughon's C	11.7
Lindsey Wilson C	19.0
Midway C	17.8
Saint Catharine C	12.6
Watterson C	13.8

Louisiana

Saint Bernard Parish CC	23.9

Maine

Andover C	16.2
Central Maine Voc & Tech Inst	23.3
Eastern Maine Voc & Tech Inst	22.2
Northern Maine Voc & Tech Inst	22.3
Westbrook C	19.1

Michigan

Alpena CC	31.5
Baker JC of Business	23.6

Continued on Page 28, Column 1

FACT-FILE—Continued

Michigan—Continued

Bay De Noc CC	27.1
Mott CC	34.1
Cranbrook Acad of Art	23.5
Davenport C of Business	23.4
Glen Oaks CC	26.2
Gogebic CC	26.1
Grand Rapids JC	31.0
Highland Park CC	26.6
Jackson CC	30.0
Kalamazoo Valley CC	31.2
Lake Michigan C	25.9
Macomb CC	35.1
Mid Michigan CC	24.3
Montcalm CC	28.0
Muskegon Business C	23.1
Muskegon CC	31.1
North Central Mich C	30.0
Oakland CC	37.4
Saint Clair County CC	31.9
Schoolcraft C	32.6
Southwestern Michigan C	25.0
Suomi C	22.3
Wayne County CC	35.4
West Shore CC	24.5

Minnesota

Anoka-Ramsey CC	27.7
Arrowhead CC Region	27.2
Austin CC	30.8
Bethany Lutheran C	24.5
Brainerd CC	29.2
Fergus Falls CC	30.1
Inver Hills CC	28.0
Lakewood CC	29.9
Minneapolis CC	28.3
Normandale CC	28.5
North Hennepin CC	28.7
Northland CC	29.7
Rochester CC	27.7
Willmar CC	29.8
Worthington CC	27.3

Mississippi

Copiah-Lincoln JC	19.4
East Central JC	20.0
East Mississippi JC	16.5
Hinds JC	21.2
Holmes JC	19.3
Itawamba JC	21.1
Jones County JC	24.1
Meridian JC	20.7
Mississippi Delta JC	21.5

Mississippi—Continued

Mississippi Gulf Coast JC	24.8
Northeast Mississippi JC	22.1
Northwest Mississippi JC	19.4
Pearl River JC	20.4
Southwest Mississippi JC	18.2
Utica JC	21.5
Wood JC	14.3

Missouri

Crowder C	19.1
East Central JC	22.7
Jefferson C	23.1
Longview CC	29.4
Maple Woods CC	29.3
Mineral Area C	23.1
Moberly JC	19.6
Penn Valley CC	29.4
Pioneer CC	19.4
Saint Mary's C of O'Fallon	17.0
State Fair CC	18.3
Three Rivers CC	20.4
Trenton JC	20.1

Montana

Dawson CC	26.5
Miles CC	24.8

Nebraska

Central CC	21.6
McCook CC	22.2
Metropolitan Tech CC	21.2
Mid-Plains Tech CC Area	24.8
Northeast Tech CC	21.2
Southeast CC	20.0
Western Tech CC Area	21.5

Nevada

Clark County CC	28.4
Northern Nevada CC	25.2
Truckee Meadows CC	27.7
Western Nevada CC	26.6

New Hampshire

Hesser C	18.6

New Jersey

Berkeley Sch	17.8

New York

JC Of Albany	20.8

North Carolina

Anson Tech C	16.4
Asheville Buncombe Tech C	22.3
Beaufort County CC	20.3
Bladen Tech C	16.1
Blue Ridge Tech C	22.1
Brunswick Tech C	19.8
Caldwell CC and Tech Inst	19.9
Cape Fear Tech Inst	22.3
Carteret Tech C	19.7
Catawba Valley Tech C	22.9
Central Piedmont CC	24.2
Chowan C	21.3
Cleveland Tech Inst	20.1
C of the Albemarle	27.1
Craven CC	21.5
Davidson County CC	25.2
Durham Tech Inst	21.8
Fayetteville Tech Inst	24.0
Forsyth Tech C	27.6
Guilford Tech CC	22.4
Halifax CC	19.7
Haywood Tech C	20.8
Isothermal CC	21.0
James Sprunt Tech C	19.5
Johnston Tech C	19.3
Lees-McRae C	18.9
Martin CC	21.9
Mayland Tech C	19.7
McDowell Tech C	19.0
Mitchell CC	20.1
Montgomery Tech C	17.2
Montreat-Anderson C	20.1
Nash Tech Inst	21.3
Pamlico Tech C	17.5
Piedmont Tech C	18.5
Pitt CC	22.0
Randolph Tech C	19.1
Richmond Tech C	22.7
Roanoke-Chowan Tech C	20.6
Robeson Tech C	21.8
Rockingham CC	22.3
Rowan Tech C	23.7
Sampson Tech C	18.0
Sandhills CC	23.8
Southeastern CC	18.8
Southwestern Tech C	16.4
Stanly Tech C	19.6
Surry CC	21.6
Tech C of Alamance	22.4
Tri-County CC	18.1

N Carolina—Continued

Vance-Granville CC	20.9
Warren Wilson C	14.5
Wayne CC	21.0
Western Piedmont CC	21.5
Wilkes CC	22.1
Wilson County Tech Inst	21.2

North Dakota

Bismarck JC	28.1
Lake Region CC	22.1
North Dakota St Sch of Science	26.8
North Dakota St U at Bottineau	24.9

Ohio

Cincinnati Tech C	31.5
Columbus Tech Inst	24.8
Hocking Tech C	22.4

Oklahoma

Eastern Oklahoma St C	26.6
Oklahoma City CC	26.8
Rose St C	25.4
Saint Gregory's C	22.0
Sayre JC	24.1

Oregon

Bassist C	22.3
Blue Mountain CC	32.1
Chemeketa CC	26.5
Clatsop CC	25.9
Mount Hood CC	30.5
Portland CC	27.9
Rogue CC	27.1
Treasure Valley CC	24.1
Umpqua CC	26.3

Pennsylvania

Art Inst of Pittsburgh	19.1
Berean Inst	14.1
Lincoln Tech Inst	21.2
Vale Tech Inst	16.2

South Carolina

Aiken Tech C	25.9
Anderson C	22.0
Beaufort Tech C	19.4
Chesterfield-Marlboro Tech C	25.1

S Carolina—Continued

Clinton JC	7.4
Denmark Tech C	20.4
Florence Darlington Tech C	22.7
Greenville Tech C	22.5
Horry-Georgetown Tech C	21.6
Midlands Tech C	22.0
Orangeburg Calhoun Tech C	21.4
Piedmont Tech C	20.7
Spartanburg Methodist C	20.1
Spartanburg Tech C	21.7
Sumter Area Tech C	21.1
Tri-County Tech C	22.2
Trident Tech C	23.3
York Tech C	22.2

South Dakota

Oglala Lakota C	19.6
Presentation C	17.6

Tennessee

Tomlinson C	18.7

Texas

Alvin CC	30.5
Angelina C	26.8
Bee County C	25.0
Brookhaven C	33.5
Cedar Valley C	32.4
Cisco JC	22.6
Clarendon C	22.9
Cooke County C	23.4
Eastfield C	35.8
El Centro C	32.3
El Paso County CC	25.8
Grayson County C	26.0
Howard County JC District	25.4
Midland C	31.2
Mountain View C	35.3
Navarro C	26.8
North Lake C	34.0
Paris JC	22.9
Richland C	35.0
Southwest Texas JC	27.2
Temple JC	27.5
Texas St Tech Inst	
Amarillo	21.9
Harlingen	21.8
Tyler JC	26.5
Wharton County JC	27.6

Utah

C Of Eastern Utah	24.1
Utah Tech C at Provo	26.4

Virginia

Southern Sem JC	18.5

Washington

Art Inst of Seattle	19.7
Bellevue CC	28.6
Big Bend CC	28.1
Centralia C	27.6
Clark C	27.8
Columbia Basin C	26.9
CC's of Spokane	26.1
Edmonds CC	26.4
Everett CC	27.3
Ft Steilacoom	26.5
Grays Harbor C	27.7
Green River CC	30.7
Highline CC	27.6
Lower Columbia C	24.9
North Seattle CC	28.3
Olympic C	28.3
Peninsula C	29.2
Seattle Central CC	28.2
Skagit Valley C	25.5
South Puget Sound CC	25.6
South Seattle CC	27.5
Spokane Falls CC	26.8
Tacoma CC	31.8
Walla Walla CC	25.8
Wenatchee Valley C	26.4
Whatcom CC	24.1
Yakima Valley CC	26.8

Wisconsin

District One Tech Inst	28.3
Mid-State Tech Inst	28.2
Moraine Park Voc. Tech and Adult Ed District	27.6
Northeast Wisconsin Tech Inst	27.3

Wyoming

Casper C	27.7
Laramie County CC	27.1

Micronesia

CC of Micronesia	19.9

Senior Professors Said to Resist Changes in Lives

Continued from Page 21

monitoring. They are aware of aches, pains, bulges, veins, hairlines that are receding, and waistlines that aren't."

"When they recognize these limitations, they have a sense of regret," he added.

At mid-life, people also realize that they are old, said Ms. Krupp.

"If you can face this change and accept it, you can get on with life," she said. "The changes are sequential—age 35 to 40 to 50 to 60—and you must go through them. If you can't handle this, you are going to be in difficulty all your life."

Now, too, said Ms. Krupp, "you must face the fact that you are mortal, and decide how you want to deal with the time you have left."

People—and there are many—who don't deal with these issues at age 40 and 50 will remain troubled, she said. "The problems will wait for you and you will have bigger problems later."

During their middle years, faculty members also confront unsettling professional considerations.

For example, said Mr. Altman, many faculty members begin their college careers with unrealistic goals. When they look back as senior professors, "they see that they never got their book finished, or they didn't accomplish anything they set out to do."

Older faculty members are also lonely.

"Administrators assume that professors need to work in a rarefied atmosphere of solitude, that nothing helps a scholar as much as being left alone," said Mr. Altman. "This is not true. Loneliness contributes a good deal to faculty stress and burnout."

Sometimes success isn't what faculty members expected it would be when they were younger.

"At mid-life, you assume that you are successful," said Ms. Krupp. "You are a full professor or a dean. You feel you have achieved your goals by age 40. But you discover when you get there, there is no 'there' there. You have accomplished what you set out to do. Now what are you going to do with the rest of your life?"

At this point, faculty-development directors say, professors may slip into a rut.

"Some senior faculty mentally opt out of the system," said Mr. Altman. "They get their satisfaction outside the university." When they are approached about adding a little excitement to their lives, he said, "they say they are getting enough renewal."

These "on-the-job retirees," as Ms. Krupp labeled them, "find fault with the administration, the dean, the kids, the heating system, the lighting, and everything else."

Working with Junior Faculty

The top candidate for renewal is the faculty member "who feels left out but who would like to be involved," said Mr. Altman.

To help such professors, Mr. Altman suggested assigning them as mentors to new faculty members.

"When new faculty come to the University of Louisville, they don't learn about the university from the faculty manual. They learn from the grapevine," he said. "Mentoring is extremely important for junior faculty and it allows senior faculty to feel important and to share again."

Senior professors could also be teaching consultants to their younger colleagues, Mr. Altman noted.

"Being a senior faculty adviser—a coach—to other faculty could be very stimulating," he said. "The university could build on the expertise of one who has taught for years, is tired of teaching himself, but is interested in working confidentially with a young professor who wants help."

Older professors could also become intra-university visiting professors, said Mr. Altman, freed from regular duties to give lectures.

"For faculty who feel that no one cares about them, just involving people is a way to build morale," Mr. Altman said. "It shows that the institution cares about faculty not just as professionals, but as human beings. It is significant to know that someone cares about you as a person."

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How Do You Feel About Yourself at Mid-Life? A Self-Evaluation

How do you feel about yourself at mid-life?

As part of the research for his doctoral dissertation, I. Eugene White, an instructor of psychology at Salisbury State College, asked about 50 administrators and faculty members between 32 and 52 years of age to respond to the 20 statements below. From their scores, Mr. White found that faculty women were dealing with their middle years better than their male colleagues were. The average score for women was 87, compared with 82 for men.

Mr. White adapted some of the statements from the Mid-life Transition Scale, included in *Men at Midlife*, by Michael P. Farrell and Stanley D. Rosenberg.

To evaluate your views at mid-life, respond to the statements with the appropriate number: 1-strongly agree, 2-agree, 3-slightly agree, 4-slightly disagree, 5-disagree, 6-strongly disagree.

1. I am still finding new challenges and interests in my work.
2. I think often about what I really want from life.
3. My own personal future seems promising.
4. Middle age has brought stresses for which I was unprepared.
5. I would like the opportunity to start anew, knowing what I know now.
6. I drink more than I should.
7. I often feel that I still belong in the place where I grew up.
8. Much of the time my mind is not as clear as it used to be.
9. There is no sense of regret concerning my major life decisions.
10. My views of married life are as positive as they ever were.
11. I have a strong sense of my own worth.
12. I am experiencing what would be called a mid-life crisis.
13. I do not see myself as middle aged.
14. I must remain loyal to commitments even if they have not proved as rewarding as I had expected.
15. I wish I were different in many ways.
16. The way I present myself to the world is not the way I really am.
17. I often feel agitated or restless.
18. I have become more aware of my body's aging.
19. My sex life is as satisfactory as it has ever been.
20. I sometimes check the obituaries and note the ages of the deceased.

To compute your score, reverse the number you assigned to statements 1, 3, 9, 10, 11, and 19. Thus, 1-6, 2-5, 3-4, 4-3, 5-2, 6-1. Total the numbers. The higher the score, the better your attitude. The range is 20 to 120.

Side-lines

To complement its new academic requirements for initial eligibility, the National Collegiate Athletic Association is looking at loopholes in existing "satisfactory-progress rules"—the rules that require athletes to pass 24 credit hours each year in a degree-granting program of studies.

At recent meetings, the association's governing body, the council, and its advisory commission of 44 college presidents identified several loopholes they may try to close by proposing rules changes at the N.C.A.A. annual meeting in January.

To meet satisfactory-progress requirements, athletes may now count as many remedial courses as their colleges will permit. The council and presidents' commission may propose that only 12 hours of first-year remedial courses be counted.

They may also ask that athletes be required to complete 24 credit hours each year, rather than simply between seasons of competition. Under present rules, a student can fail several courses, sit out a season of competition to regain academic eligibility, and then play again the following year. He or she could end up completing more seasons of competition than years of academic credit.

Athletes may also lose the ability to "bank" credit hours in one year and use them towards credit-hour-requirements in later years.

•

At a meeting last week, the N.C.A.A. council also set to work on four problem areas in college athletics: financial-aid limits, the recruiting process, the length of playing seasons, and coaches' income.

They intend to grapple with such questions as:

► How much of what it costs a student to attend college should an athletic scholarship cover?

► Should outside boosters be totally excluded from recruiting?

► How much time do athletes spend away from classes? And should sports seasons be limited in order to lessen that amount?

According to Ted C. Tow, N.C.A.A. assistant executive director, the council is looking into charges that some athletes are getting around present limits by playing for club teams after completing their varsity seasons.

Also under consideration: Should coaches who supplement their incomes with summer camps, television shows, contracts with athletic-shoe manufacturers, and appearances in TV and radio commercials continue to be allowed to use their institutions' facilities, logos, game films, and apparent endorsement, without remunerating the colleges?

"Almost anyone in the business," said Mr. Tow, "would say a coach does run into questions of conflict of interest if he is making so much more from outside arrangements than from his or her institutional salary."

Athletics

NCAA to Examine Academic Records to Calculate Impact of New Standards

Black colleges object that study will exclude athletes who don't qualify to play as freshmen

MISSION, KAN.

The National Collegiate Athletic Association has launched a massive six-year study to determine the impact of its new academic standards for freshman athletes.

The association will keep track of the academic records of as many as 25,000 athletes who have entered or will enter Division I institutions from 1984 through 1988, and will continue to follow them until 1992. As many as 100,000 records could be examined.

The new academic standards, which apply only to colleges with big-time sports programs, go into effect August 1. Thus, the N.C.A.A. will be able to compare the records of athletes who attended college under the old standards with those affected by the new rules.

Presidents Oppose Use of Tests

Presidents of black colleges denounced the study because it does not include a sample of athletes who do not qualify under the new rules.

The presidents have vehemently opposed use of standardized-test scores in the new standards. They argue that the standards will disqualify a disproportionate number of blacks, since blacks generally do not score as well as whites.

An earlier N.C.A.A. study found that a large number of black athletes who eventually finished college would not have met the new standards.

Ursula R. Walsh, director of research and sports science for the N.C.A.A., said the new study was one of the most comprehensive projects ever undertaken by the association.

The 283 institutions in Division I, the N.C.A.A.'s top competitive grouping, will be randomly divided into five groups, she said. In each group, the records of one year's incoming freshman scholarship athletes—as many as 200 at some institutions—will be tracked for at least four years. Freshmen from the first two years—1984 and 1985—are already enrolled and have not been subject to the new rules.

The study will include high-school profiles of each athlete, including transcripts, grade-point averages, and standardized-test scores, Ms. Walsh said. The study will then follow them through "each of their years as a student athlete as they progress throughout a college career, to see how they did."

She said information will be collected on the amount of athletic-scholarship aid athletes receive, the number of credits they earn each year, the major fields of study they pick, whether they take remedial courses, the grade-point averages they earn, whether they attend summer school, and whether they graduate, in addition to other data.

Eligibility to Be Calculated

If an athlete leaves a program, Ms. Walsh said, the study will determine whether he or she left in good academic standing. Athletic eligibility will be calculated, as well.

The study will also seek information about the amount of tutoring athletes receive, whether they are "redshirted" (held out of competition a year), whether they make a team's traveling squad, earn a varsity letter, or receive Pell Grants, which

Continued on Page 38, Column 1

Disabled Students Said to Be Unaware of Sports Programs

By CHARLES S. FARRELL

LAS VEGAS, NEV.

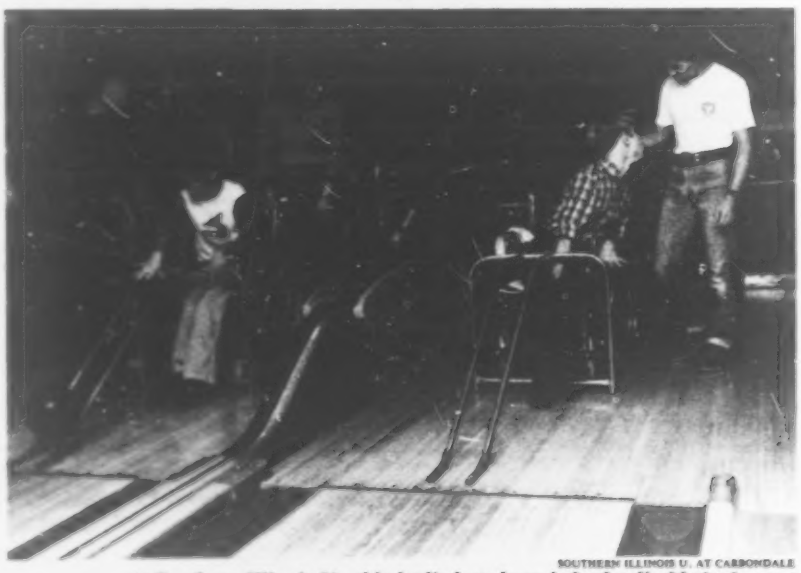
Disabled students are often unaware of the recreational programs available to them, according to a professor who conducted a study at one university.

At the annual meeting of the National Intramural-Recreational Sports Association, Rene P. Katsinas, an assistant professor of therapeutic recreation at the University of Alabama, reported on a study she had conducted among disabled students at Southern Illinois University at Carbondale.

Ms. Katsinas stressed the importance of physical activity for disabled students, many of whom risk heart problems because of inactivity. She added that self-esteem also improved in disabled students who participated in recreational sports.

But many wheelchair-bound students are unable to get around and find out what physical activities are available, Ms. Katsinas said, and blind and deaf students

Continued on Following Page



SOUTHERN ILLINOIS U. AT CARBONDALE

At Southern Illinois U., able-bodied students help the disabled take part in recreational sports. Above, wheelchair-bound students bowl.

2 College Football Players Died in 1985, Researchers Report

CHAPEL HILL, N.C.

Two college athletes died playing football in 1985, two suffered permanently disabling cervical-cord injuries, and one remains in a coma from a cerebral injury, according to data released last week by the National Center for Catastrophic Sports Injury Research.

One player died in November from a subdural hematoma. He had been injured two months earlier while making a tackle in a game.

The researchers categorize deaths that result from injuries sustained during competition or practice as "direct deaths."

The other death was what the researchers categorize as an "indirect death." That term refers to incidents in which death is not directly attributable to the sport. Rather, it is caused by systemic failure as a result of physical exertion or by a complication that is secondary to a non-fatal injury. A freshman player died in August as a result of a complication from sickle-cell anemia brought on by a training run.

The two cases of permanent paralysis resulted from severe cervical-cord injuries.

One player was rendered quadriplegic when he was struck on the top of the head while making a tackle. Another was paralyzed in a helmet-to-helmet collision during a practice goal-line scrimmage.

In 1985, one additional permanent injury occurred in a category the researchers have been using only since last year—cerebral injuries causing permanent disability. The player suffered a cerebral hemorrhage

Continued on Page 38, Column 1

NCAA to Examine Records

Continued from Page 35
are federal grants reserved for needy students.

The study will also provide data by race.

Black-college presidents say that the study is flawed since it does not include athletes who do not receive athletic scholarships because they fall short of the new standards.

At this month's meeting of the National Association for Equal Opportunity in Higher Education, which comprises 116 predominantly black colleges, many presidents vowed to press for inclusion of non-qualifiers in the study.

Percy A. Pierre, president of Prairie View A&M University, for example, did not dispute the need for the N.C.A.A. to study the impact of the new standards. However, he said, "I was appalled to find that their plan called for them to monitor only those athletes who get scholarships. That misses the whole point. Our point is that students won't get schoiarships this fall because of Proposition 48. The impact we're interested in is on those students who are eliminated by this."

Proposition 48 is the popular name for the new rules.

Mr. Pierre said the black-college association would ask the N.C.A.A. to modify the study "to monitor the impact on those who will not get athletic awards. We will continue to try to monitor the actual damage done by Proposition 48. We would have wished we wouldn't have to do that since all evidence says there will be damage."

Samuel L. Myers, president of NAFEO, said he had been authorized by its board of directors to "pursue all options, including legal options," to challenge the new academic rules. He said he had been directed to take "expeditious action."

Ms. Walsh said the N.C.A.A. had hoped to find a way to study those athletes who were not awarded athletic scholarships because they didn't meet the new standards, "but we don't see how to do that without getting a biased sample. We have no idea what that population is out there."

Under the new rules, athletes who do not meet the standards may still be accepted by a college and receive an athletic scholarship, but they cannot participate in sports as freshmen and they lose a year of eligibility. "We will certainly follow those people," Ms. Walsh said, "and follow them immediately."

She added that sometime during the study, "I think we'll ask athletic personnel how many people they recruited that did not qualify."

The new rules require freshman athletes to have a 2.0 grade-point average in a high-school core curriculum of 11 academic courses, plus a score of at least 700 on the combined Scholastic Aptitude Test or 15 on the American College Testing Program's examination.

Members of Division I voted at the N.C.A.A. conference in January to delay the full effect of the rules for two years by allowing athletes this year and next to offset lower-than-minimum test scores with higher-than-minimum grades, and vice versa.

—CHARLES S. FARRELL

NATIONAL COLLEGIATE ATHLETIC ASSOCIATION

Ursula R. Walsh: "I think we'll ask how many people they recruited that did not qualify."

2 Football Players Die, 3 Suffer Serious Injuries

Continued from Page 35
after a series of hits to the head, and remains in a coma.

In high-school football in 1985, four direct deaths, one indirect death, and four permanent cervical-cord injuries occurred.

The figures were compiled by Frederick Mueller and Carl Blyth, professors of physical education at the University of North Carolina at Chapel Hill, and Richard Schindler, assistant director of the national Federation of State High School Associations. The study is conducted annually with a grant from the National Collegiate Athletic Association.

The researchers do not identify the players killed or injured or their colleges.

Following are permanent cervical injuries and deaths in college football, as compiled by the center:

	Injuries	Direct Deaths	Indirect Deaths
1977	2	1	0
1978	0	0	1
1979	3	1	1
1980	2	0	0
1981	2	2	0
1982	2	0	3
1983	1	0	3
1984	0	1	0
1985	2	1	1

NCAA Adopts Penalties Imposed by Conference on Southern California

MISSION, KAN.

The National Collegiate Athletic Association has adopted a set of penalties imposed on the University of Southern California by the Pacific-10 Conference last December.

The penalties were imposed on the Southern California football team after the conference found that recruits had been given extra complimentary tickets, practice sessions had been held outside the permitted time, and other rules violations involving automobile transportation, meals, and football shoes had occurred.

The team will be on probation until the end of 1987. The number of new scholarships that may be offered has been reduced from 30 to 22 in 1986-87 and from 30 to 14 in 1987-88. Also, a vacant coaching position may not be filled until July this year, so that the number of coaches engaged in recruiting for the upcoming season will be eight rather than nine.

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